

SESSION THREE



CHRISTIAN BUSINESS FELLOWSHIP

YOUR CALLING IN WORK: HOW TO DISCOVER & AMPLIFY IT

Learning & Executing the Salient Components for responding to the calling of God



THE ROADMAP TO ACCELERATED GROWTH & FULFILLING WORK

Self-imposed resistance is the greatest cause of failure for a would-be “God glorifier” at work. This session is designed to assist you in getting in the center of God’s will, the most thrilling place to be. It will also start you on the journey of freeing yourself to lead the way God intended, and equip you with tools to move your career or business forward.

Our goal is for you to come off the course with a renewed vision for your work, along with a plan to accomplish what God has ahead for you - all to the glory of God and to the benefit of those with whom God providentially brings into the path of your daily living.

WHO THIS COURSE IS INTENDED FOR

The primary candidates who will get the most value from this course are:

- ✓ Entrepreneurs and/or corporate “intrapreneurs”
- ✓ Nonprofit leaders & business leaders
- ✓ Students
- ✓ Retirees, stay-at-home parents and those seeking a new career

HOW TO GET THE OPTIMUM VALUE FROM THIS COURSE

Although you are welcome to go through this course on your own, we highly recommend inviting a cohort from your school, church, networking group, or company to go through it with you. There are several points in the course where discussion and collaboration can drive very meaningful outcomes, and we would want you to benefit from those.

The summary outcome of this course is to produce God-glorifying workers energized by the knowledge that they are right on mission for their King.

SESSION THREE

THE ROADMAP TO ACCELERATED GROWTH AND FULFILLING WORK

“The Lord God took the man and put him in the garden of Eden to work it and keep it.”
Genesis 2:15

Play out the creation story and it goes a little something like this...

- God formed the world (and all the neat stuff in it)
- God created man (uniquely so) in His own image
- God put man to “work” in the garden of Eden
- It was ALL good

Hmm. Work, good? Really? It doesn't feel that way most of the time. Given that reality, based on the original design of work in creation, here are some things we'd like you to consider:

- Work was part of the creation story (not some later discovered thing that man invented so he could eat or kill time)
- It pre-dated sin - so the bad stuff related to work didn't exist in its original design
- Working in the pre-sin garden likely wasn't burdensome or tiring for Adam and Eve. It was likely full of “wow's” and meaningful impact. Every day was an opportunity to be blown away by what God had created and what He was up to. It was also a chance to work hand-in-hand with him to do new innovative things with Him. Do you feel like you

get to do that everyday?

- Work (in the traditional sense) got nasty because of sin. But if Christ died to redeem us and give us the power to conquer sin, there is likely untapped (to date) power to redeem work (and how we go about it).

There is one more thing we'd like you to consider about work and you'll find it in the video session with Joe, LaVon and their friend Bruce Strom.

Log into your learning platform to watch session 3.

With session 3's video now in your learning, let's dive into the process of integrating this new perspective on work with talents and calling.

CREATING YOUR SPIRIT-POWERED ROADMAP

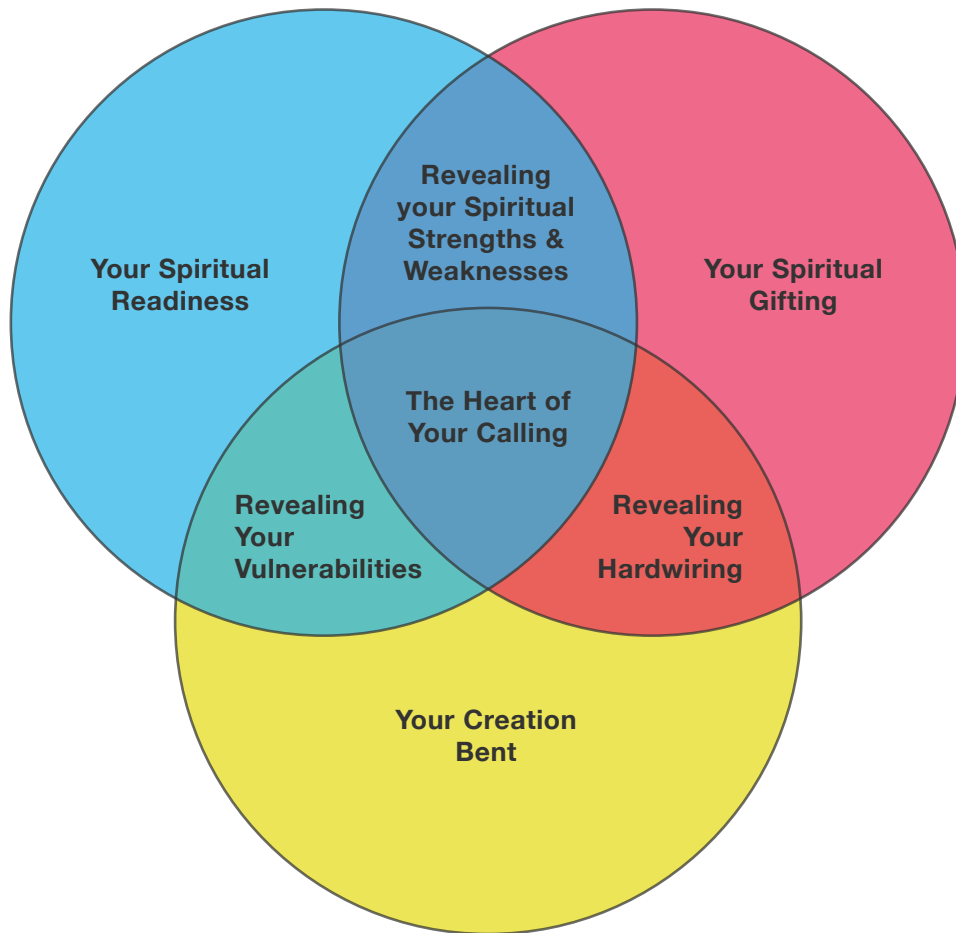
If you have concluded that you, like everybody else, have some combination of entrepreneur competencies, spiritual gifts and Love Gap attributes, the question coming to the top of your mind is, how can I best utilize that which God has created and gifted in and to me? More specifically, what is it that God is calling me to do? What is my personal “calling”?

First, you should be applauded for asking that question of yourself. That shows that you understand that it is not by accident that you are on planet earth at this time and in this place. God not only uniquely designed you, but He did so for a special purpose, which can be referred to as your calling. God has plans for you and wants to use you in a way that optimizes your special giftedness.

If you are both ready and keen to advance forward in discovering and using those God-endowed entrepreneurial traits to God’s Glory, we are extremely eager to help you. Let’s begin by sharing with you that we have found that there are three essential considerations to both identifying and executing God’s personal calling for your life.

To guide your quest for identifying your calling, please take a few moments and study this model which will be explained and applied to your life in the text below below.

DISCOVERING YOUR WORK/WORSHIP CALLING



THE THREE ESSENTIALS FOR KNOWING YOUR CALLING

Let's take the three essential considerations one at a time and in this order: (Before studying this, be sure you have completed your assessments in session two.)

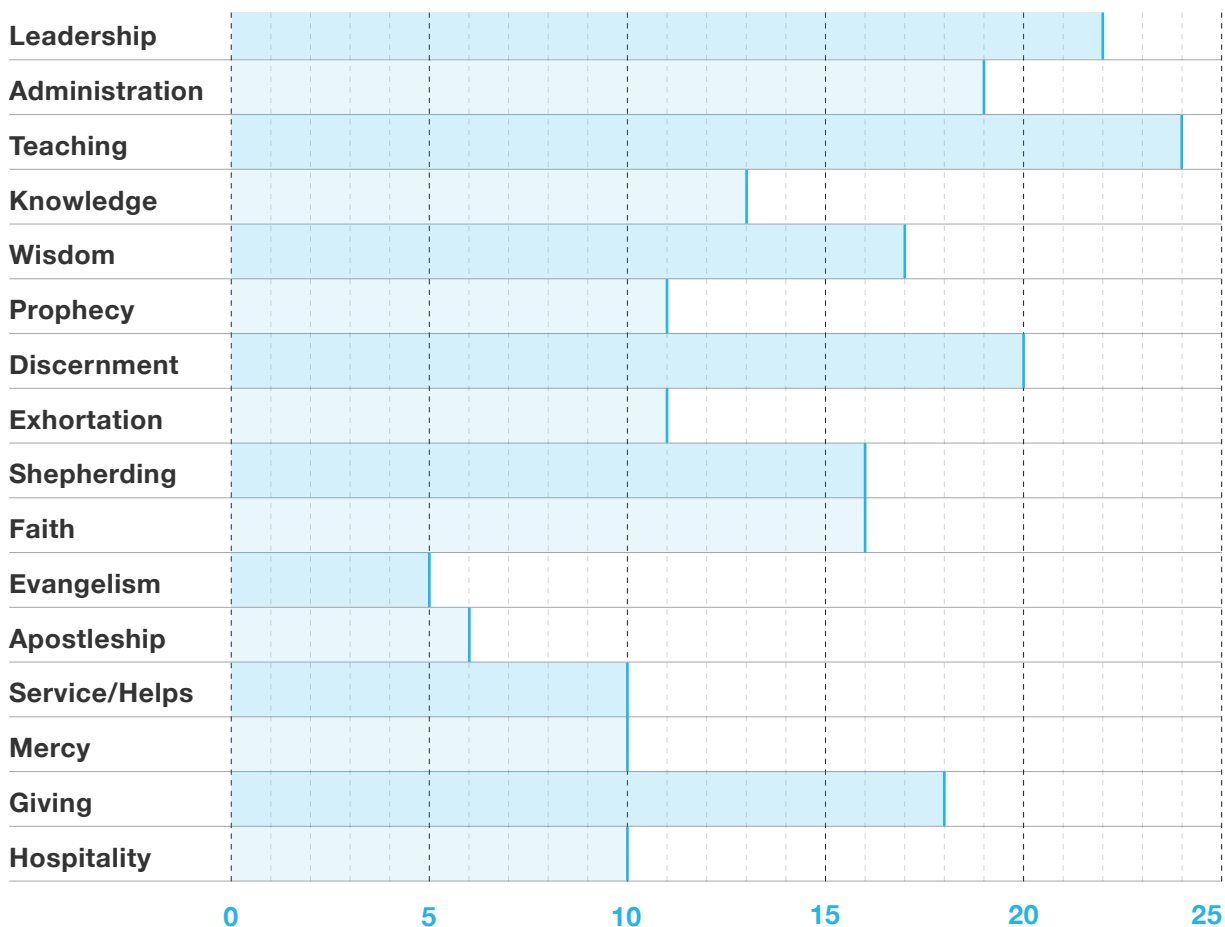
1 Your Spiritual Gifts

You no doubt have heard and studied what the Bible says about all of us being given spiritual gifts, and each gift has been given to you in different degrees of strengths. Now that you have taken your spiritual gift assessment, please begin focusing on your top three "strongest" spiritual gifts. On a blank sheet of paper, prayerfully begin writing all the things that come to mind that would be outputs of someone else who had each gift. As an example, you can assume that someone who has the gift of hospitality could do things like host people at their home for bible study, youth groups and missionary stays. They could

design memorable parties at their residence for friends to feel cared for. They could offer to host social gatherings at work, or even assist with new staff onboarding - so the staff feels welcomed into the company. Anytime there is a chance to make people feel welcomed and cared for, a person with the gift of hospitality can be highly beneficial.

Now look at your top 3 spiritual gifts. List off all the possible things that are possible. Keep in mind these are gifts from God, and the Bible promises that anything is possible with him. So think big. Dream big about how they can be used. Don't limit the list to things you (personally) already do, or would like to do. You'll do that next. For now, you're listing all the possibilities as though others had the gifts. What would you expect to see them doing?

If you do this step with some prayerful fervor, you'll end up with a pretty exhaustive list. Now it's time to discern which of the activities energize you. Circle the words or actions that fit the world God has placed you in. For example, if you work in a large company, some of the items may be more relevant than if you are a student in college. Some items on the list may be ideal for someone who owns a home. So if you live in an apartment complex, you may think up some things that fit your world better. As you're working on your exhaustive list and distilling it down, here's an example of our friend John's SGA.



John's report shows his top 3 spiritual gifts are leadership, teaching and discernment.

After making a long list of things people with each of those gifts could do, John started to circle the things that fit his world. John owns his own business so some of the things that applied most to him were:

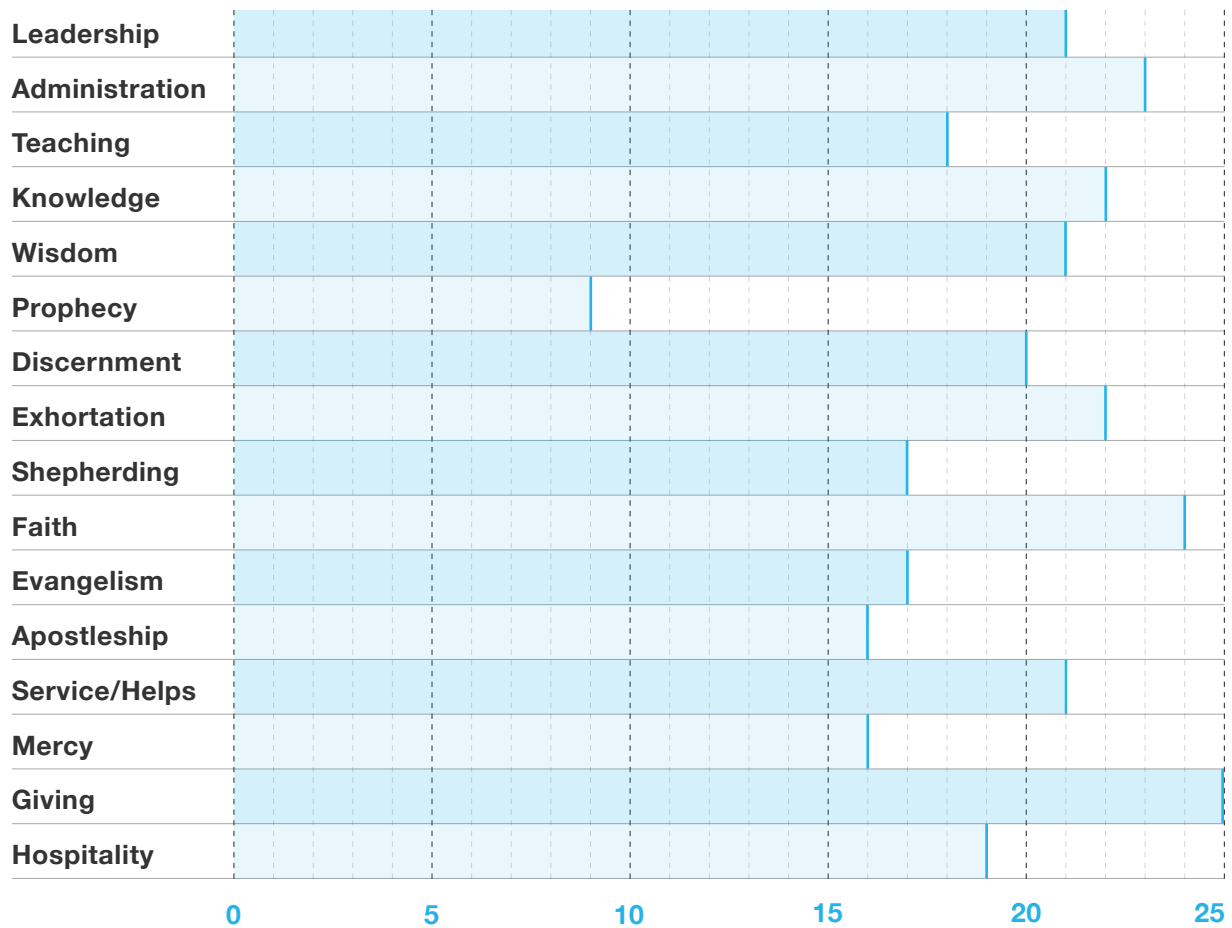
- Mentoring emerging leaders (leadership)
- Helping people with big decisions (discernment)
- Casting vision and engaging others to follow it (leadership)
- Making complex concepts easy to understand and use (teaching)
- Creating learning experiences for others (teaching)
- Being a sounding board for others (discernment)
- Taking on projects that others are afraid to (leadership)
- Stepping into toxic or broken situations and making them better (leadership)
- Helping others process Biblical application to life situations (discernment)
- Keeping group meetings and ego-driven interactions on the rails (leadership)

The next (fun) thing John got to do (which we'd encourage you to do) is look for fusion talents. In other words, rather than looking at the gifts separately, start to look at what they can do in combination with each other. Here are some things John got thinking about.

- Leading meetings where there are lots of egos and personalities that need to be identified and managed for a good outcome (leadership + discernment)
- Bringing quality professional development topics/content to our monthly staff meetings so people grow every month (teaching + leadership)
- Expand past just task lists and deliverables check-ins during my 1-on-1 with direct reports. Instead shift into coaching/advisory sessions about their work + life issues (leadership + discernment)
- Teach others to push past their limitations, think outside the box, and be more entrepreneurial in their approach (leadership + teaching)

The fusion talents ideation process should start to shine a light on what God has called you to be doing. But that's just the scratch on the surface. It gets even better from here.

Before we get there, here's one more example from our friend Sarah and her spiritual gifts assessment.



Sarah's top 3 SG's ended up being giving, faith, and administration. Here are some things Sarah circled from her exhaustive list.

- Generously give of time, money and talents to serve others (giving)
- Trust God with great certainty in trials (faith)
- Encourage others who are struggling to trust God (faith)
- Making unstructured things structured (administration)
- Eliminating chaos and bringing clarity (administration)
- Bringing accountability through facts and data (administration)
- Putting others first (giving)
- Thinking and acting sacrificially (giving)
- Allowing others to achieve more by creating repeatable systems (administration)
- Knowing that God has everything in his control (faith)
- Sensing there is light at the end of the tunnel (faith)

Sarah is an executive, so when she went for her fusion talents exercise, here's what she came up with.

- Creating simplified processes while investing extra time and energy with staff to ensure they are successful (administration + giving)
- Supporting my boss' big vision that I may not fully see (faith + administration)
- Giving of my time to mentor my direct reports (giving + administration)
- Giving selflessly of my time to serve those whose needs are unmet (giving + faith)
- Stepping out of my comfort zone financially for a ministry in need (giving + faith)
- Helping others who are struggling through a trial (faith+giving)

You see where we're going with this right? John and Sarah have their own lists that came from a much larger exhaustive list. You need to create yours.

Do that now. Enjoy the process. Remember to pray and ask the Holy Spirit to help you and reveal to you the things He created you to do. Once you have some fusion talents on paper, let's supercharge them with your Entrepreneurial DNA.

2 Your Entrepreneurial DNA

In addition to having Spiritual Gifts, God has also created within your DNA a "Bent" or predisposition to function entrepreneurially when called on to do so. Look at the results of your BOSI assessment and let's see how your fusion talents can be refined and supercharged by your entrepreneurial DNA. As you go through this step, we hope you'll find your heart racing, and your energy growing toward some action items that can be supercharged by your entrepreneurial DNA. As the thoughts turn into digital or handwritten notes, take the time to pray and journal over it. Share your findings with a couple of trusted advisors to get their input. Allow them to ask you lots of clarifying questions.

Let's go back to John whose spiritual gifts were teaching, leadership, and discernment. It turns out his BOSI profile is Innovator-Builder. By going through this process, John realized that his "superpower" kicks in anytime he is using his Innovator BOSI profile when using his fusion talents. Here's how that will likely play out for him at a very practical level.

We know that individuals with Innovator DNA are pre-wired to create new stuff. It's all about artistry. That artistry could be displayed on a plate, on a canvas, on a screen, on paper, on a stage, or a hundred other venues. But when it is displayed, it is new, fresh, and what others

will call “innovative”. That’s a pre-wired entrepreneurial capacity. John appears to have it. So the question becomes, how does that “artist ability” impact his spiritual gifts (or in this case his fusion talents)?

One of the fusion talents John found intriguing was the ability to use leadership and discernment to mentor his direct reports on matters beyond just task lists and deliverables. He saw his “calling” as more than being a manager of tasks, but a builder of people. In the past he considered his ability to read people’s hidden intentions and agendas as a “sixth sense”. Now he recognizes it is the spiritual gift of discernment.

So if God gave him both leadership and discernment - and supercharged it with Innovator DNA, what could be possible now?

What if John could bring his spiritual gift of teaching and his Innovator DNA artistry to these 1-on-1 sessions? When we brought that up to John, he was way ahead of us. “I’ve been doing that for years”, he said. “I just didn’t realize it was all these gifts working together.”

See, John (purely by the grace of God) had created some pretty cool frameworks for decision-making, problem-solving, and designing strategy (#InnovatorDNA). Even though he had designed these frameworks for use himself, he reflects back on the times he got to teach it to his team and see them use the same frameworks for their own success. “That’s my juice”, John says. “Having things I create benefit others is more rewarding than any paycheck.”

Dissect that with us for just a minute and you’ll see John the Innovator creating something breakthrough, and then teaching it to others placed under his leadership.

Oh yes. John is in his sweet spot. John is in his calling. This is likely not his only sweet spot or calling, but every time he’s doing stuff like this, he should feel uber connected to his creator because he’s doing exactly what he was made to do.

Do you see how this process likely helps John get more clarity on where he can best serve others - and where he should be investing his time? Knowing his spiritual gifts and entrepreneurial wiring allows John to focus on what he’s gifted to do and make business/ career and time investment decisions based on that information.

Let’s look at Sarah’s outcomes so far. As a reminder, she got the spiritual gifts of giving, administration, and faith. Combine that with her BOSI Profile of Specialist-Builder and here’s what she’s finding.

Since individuals with Specialist-Builder DNA are entrepreneurially wired to run complicated systems and operations with relative ease, when you combine that with her spiritual gifts, she's got some serious firepower when it comes to being a transformational manager in her workplace. Think about it. She's got the gift of administration and a giving spirit. Combine that with the operational excellence that comes with Specialist-Builder, and she can be both operations guru and giving boss/teammate at the same time. What organization or employee wouldn't love someone like that? Now let's say Sarah is currently in a business development or outside sales role at a company. Is she in her sweet spot of spiritual gifting or entrepreneurial DNA? Likely not. She may be making a living, but she won't feel "called" to the role. That's ok. It may be a good paying job and there may be no reason to leave that job. But Sarah's challenge will be to look for ways (inside the job or outside the job) to put her spiritual gifts and entrepreneurial DNA to work.

In Sarah's case, she's not in a business development or sales role. She's COO of a fast growing organization, and has a boss who is quite the visionary. The future vision for the organization is so big in this founder's mind, it goes right off any page. That's why Sarah identified one of her fusion talents as "Supporting my boss' big vision that I may not fully see (faith + administration).

In the past, Sarah got caught up on not being able to fully see the boss' vision and understand why he was maneuvering in the direction he was. It created frustration and some anxiety for Sarah.

But now Sarah has an opportunity to see things differently. What if God has her exactly where he wants her? What if her faith, administration and giving spirit comes together with her Specialist-Builder tendencies? What if she could (in faith) design systems and processes for the company (#SpecialistBuilder) that allows others, and the company as a whole to thrive (administration)?

What opportunities could this open up for her to be the giving manager God has equipped her to be? Who better to serve an all-over-the-place, visionary mad scientist than Sarah, the giving, organized, faith-filled, Specialist-Builder?

How about you? When you overlay your spiritual gifts with your entrepreneurial DNA, are you uncovering a "superpower" or sweet spot of work?

A QUICK LITMUS TEST

A good test to see if you're finding one (or more) sweet spots of your fusion gifts and entrepreneurial DNA is to picture them in action together and ask yourself if you can see yourself doing that thing for the rest of your life - even if you weren't being paid to do it.

When you get there my friend, you have arrived at your calling.

If the answer is jumping off the page for you, that's great. But make sure to go through the reflection, prayer and counsel steps before acting any further. Make sure to take up the whole counsel of God's word, God's people, and the work of the Holy Spirit for the best possible outcomes. Don't rush this process and make any decisions in a vacuum. Doing so would be a very bad idea.

If you find yourself struggling with this part of the process, and even some local counsel doesn't get very far, we'd love to help. The appendix of this study guide has our contact info at Big Tent. Send us a social DM with a question.

WHY NOT STOP THE COURSE HERE?

The combination of these two first steps will now have revealed what your "hardwiring" indicates where you would be the most successful and the most satisfied. We'd love to tell you to blast off and enjoy life from here. But it doesn't work that way.

There's one more thing that either hinders you from achieving what God set out for you to do, or catapults you forward.

Now we will investigate if Love Gaps could get in the way of the catapult.

3 Your Spiritual Readiness & Freedom To Lead

Even if you were to calibrate the results in both Step 1 and 2 and pursue a set of roles or responsibilities that match those results perfectly, you could still struggle for sustaining results. The reason for a seemingly unfulfilling journey filled with starts and stops is not the circumstances or people surrounding you, It comes from not being able to optimally execute at your work and calling because of existing Spiritual love-gaps that are limiting your freedom to perform. Look carefully at your lowest scores in the seven different areas. Have you found them?

Take a look at that biggest Love Gap on your list and ask yourself how Satan could set traps to defeat you as you work to deploy your talents and calling.

DECODING SATAN'S TRAP GAME

He's been studying you since the day you were born. He had no role in forming you, or choosing you as a Christ follower, but here's some not-so-pleasant news about him and you.

“Be sober minded; be watchful. Your adversary the devil prowls around like a roaring lion, seeking someone to devour.” 1 Pet 5:8

Yikes. That means you are a target. This isn't about tripping you up or having you take the proverbial “two steps back”. The word devour says it all. He wants your total and complete annihilation.

Here's how you and I make Satan's job of taking us down really easy. We leave Love Gaps open for him to provide counterfeit fillings for. It's as simple as that.

Have you ever been to a restaurant or coffee shop where you were really craving your favorite meal or drink only to find out upon arrival that they just ran out? The waiter or barista may offer an alternative. In your desperation you agree to give it a try, only to find that the counterfeit just isn't like the real thing.

Satan is a master counterfeiter. His mission is to show you your version of a tree in the garden you had no idea even existed until his grimy little self pointed it out. The tree may come in the form of a manager's favor, the roar of a cheering crowd, the attention of a strikingly attractive human, or even the promise of future success. But it's still a tree in the garden of your life. It's the same old game he plays.

All he has to do (as he did with Adam and Eve) is plant the seed that what God has already given you isn't enough. You just need something else. Something more. Something bigger, and better. All he has to do is get you to believe that the desire your heart is for something other than what Jesus can provide, and whammo the vicious jaws of the trap come crashing together and you end up filling the desire with something counterfeit.

Can you think of some past examples of your garden of eden scene? We all have them. In the space provided below, jot down some specific situations where your top 1-3 love gaps got filled by counterfeits.

| Love Gap | How It Played Out And I Fell For The Trap |
|-------------------------------------|---|
| Desire to feel important | |
| Desire to feel supported | |
| Desire to feel exonerated | |
| Desire to feel capable | |
| Desire to feel desirable | |
| Desire to feel relevant | |
| Desire to feel peaceful contentment | |

As you fill in the blanks, you'll start to see how Satan the counterfeiter has been laying traps based on his study of your God-given desires. He's hoping you don't use your spiritual gifts or entrepreneurial capacity to advance God's kingdom.

Do you see how these improperly filled desires could get in the way of you living (and feeling) called and on purpose? Imagine for a moment if you could tap some serious Holy Spirit power to eliminate the counterfeits, and install the appropriate replacement. Imagine how free you will be to operate, lead, and deploy your talents? Imagine what kind of reward would await

you when you turn in those multiplied talents and outcomes to your Lord when He asks for the accounting. Pretty cool to imagine right? So let's get on the journey of making that happen.

STARTING THE JOURNEY

It starts with buying into these 4 things first.

- 1 Knowing how God has gifted you.
- 2 Recognizing that He did that for a reason and with a purpose.
- 3 Understanding that using the talents He's given you to serve others glorifies Him (your job title itself doesn't matter).
- 4 Be on guard that if you have improperly filled Love Gaps with counterfeits, then Satan is skillfully misdirecting your talents so they eventually become impotent, unproductive, unfulfilling, and impact-less.

If you're willing to buy into that as we did, here's what to do next.

Start by writing a letter to God. We'll call it a psalm for now. If you need some inspiration, you know where to go for the best cheat sheet in the world (hint: it's in the middle of the Bible).

The reason we'd recommend writing a letter to God is so you can process all that is going on in your mind with Him. Hopefully you've had some A-ha's through this process. Chances are, you're also a bit freaked out and confused (welcome to our world). There's (hopefully) some excitement brewing in there as well.

So why not take all that to Him and dump it on Him to help you get it all sorted out? David seemed to do that a bunch in the Psalms. So let's take a page out of David's book and have some fun with the process.

WHY A LETTER/PSALM

The Book of Psalms in the Bible is part hymnbook, part prayer book, part wisdom literature, and part anthology of poems concerning people and their relationship with God. Its subject matter is astonishingly broad. On one hand it proclaims praise and prayer for God Most High and on the other, it embraces human experience as intimate as lamenting a lost mother. Psalms are very distinctive in that most of it consists of people just talking to God. Elsewhere in the Bible, it is mostly God talking to people, or it is narrative.

Virtually all the psalms, in one way or another, mirror our own struggles and our joys today. Whatever a particular psalm's subject may be, each gives voice to the emotions we feel as we grapple with life's issues. Some psalms capture our delight in God as we experience the divine presence with us through a tough situation that has had a good ending. Others express raw emotions of anger or grief in a struggle to understand why God has not acted as we thought he would when "the wicked triumph." In some, God speaks. In others God is silent.

Now it's your turn. We would like for you to write a Psalm to God delineating what you are thinking and feeling at this point in this study and in your life. It can be praise, prayer for help, or just sharing your thoughts about where you are in life right now. David wrote multiple psalms at different times in his life under different circumstances. We are asking you to do the same. It can be long or short, but let it be an honest conversation to God for this period of time in your life. Tell Him where you are going, what you want to accomplish, what you are afraid of, what about being His child makes you thrilled etc... Every talk with God is special, but writing it in a psalm form and giving it to God, makes it extra special and memorable. It will galvanize your thinking around salient truths that will become foundational to your daily life. Just hit the pause button and write it now and present it to God!

Here are some quick tips for the process:

- ✓ Start with some description of God. Ascribe worth to him. Is He really that great, powerful, and amazing? If so, tell Him that.
- ✓ Tell Him how excited you are about the talents and traits He's given you. Be specific about how "fearfully and wonderfully made you are". (Note: It's ok to talk about how awesome the art is as long as the worth is being ascribed to the artist)
- ✓ Tell Him what freaks you out about this process. What are your fears and worries? What are your doubts?
- ✓ Confess the times you've missed the opportunity to use your gifts appropriately. Own up to the times you got googly-eyed over a counterfeit and allowed it to overwhelm your life.
- ✓ Tell Him why He and only He can help you overcome all that. Talk about how energized you are that you're not on your own to do this? (Note: can you find some verses in the Bible that you can say back to Him that confirm His promises to be with you - no matter what?)
- ✓ Tell Him what you'd like to accomplish for Him in the next 1 year, 5 years, or 50 years (if He will allow it). Cast a vision of the superpowered you, training and working like a professional athlete, to perform for an audience of one. What's possible if you actually went after this with full gusto?

- ✓ Remind Him (and yourself) that if you try to do this on your own, you're going to fall in a ditch. You need a ton of protection. Ask for it knowing that He's promised to give it to you.
- ✓ Sign off.

WHY A LETTER/PSALM

Use this area or your favorite digital device to write your psalm.

THE [FINAL] ACTION-CREATING STEP

Now that you've got the most important conversation handled, it's time to do some planning and strategizing. We call it the 3/3/3 process. What is your plan to go forward? Let the plan be formulated by answering these three questions:

- ✓ List what you are going to accomplish in the next three weeks that will advance you forward in the implementation of what you have learned.
- ✓ Next, list the things you intend to accomplish in the next three months to move the ball down the field.
- ✓ And finally, name three outcomes you will have accomplished in the next three years.

Here's an example from our friend John (the Innovator-Builder with leadership, discernment, and teaching as his assets).

| Term | Tasks |
|----------|---|
| 3 Weeks | <ul style="list-style-type: none"> • Clean up my psalm • Meet with Tom and James from my small group and get input and prayer over the assessments and love gaps. See if they are up for going through Lavon's Love Gap book as a group. • Do a role audit to make sure all my roles (home, work, volunteering) are benefiting from my gifts. • Read a chapter from psalms and proverbs each day to get tuned into what God wants to say to me. • Pray about starting the podcast. |
| 3 Months | <ul style="list-style-type: none"> • Pull the trigger on the podcast if the lights are green. Create 2 episodes a week. • Start a mentoring relationship with Stan. Focus on coaching him through the relational conflicts he keeps finding himself in. • Find a place to teach again more consistently. Volunteer would be fine. Paid would be sweet. |
| 3 Years | <ul style="list-style-type: none"> • Look back and see that I'm using my talents way more profitably. • Have a minimum of 5 people I have invested my spiritual gifts heavily into. • Create one body of work (ideally a mini course) that leverages my teaching gift and Innovator DNA so that others benefit from what I've learned. |

Now take the time to prayerfully fill in your 3/3/3 roadmap. We'd recommend doing this in pencil (or on a digital device) so that you can easily edit as more is revealed to you through Bible study and wise counsel.

| Term | Tasks |
|----------|-------|
| 3 Weeks | |
| 3 Months | |
| 3 Years | |

CLOSING THOUGHTS

We'll be praying that the Holy Spirit guides you to the right people, opportunities, and challenges you were uniquely (and wonderfully) designed for. We certainly would love to be part of the journey with you, so find our contact information in the appendix of the study guide.

We look forward to meeting you here on earth or on the other side of eternity to share some great stories of “work as worship” together.

Your allies in work and worship,

Joe & LaVon

GOD DESIGNED THE FIRST MAN (BY LAVON KOERNER)

In the beginning, God Implanted Entrepreneurship in Man's Heart
That's how God chose and made worshipful-working to start.

On the evening of the fifth day, God looking at His creation, said "It is Good."
Such a grand feeling, He yearned for others to feel it, so He would be understood,

Day six, He created Man in His likeness, and placed Him in the Garden fair.
With assignments, and work to do, He ensured he would be most happy there.

A creating God had now created a creating man,
Inside man's heart, entrepreneurship just began.

Created with the capacity to dream, create, work and worship,
Which is the fitting job description for successful entrepreneurship.

Allowing God to fill his internal love-gaps to be set free,
Until that is accomplished, man will never be all he can be.

God created man with a built-in need to leave the world a better place,
Arranging his time with working and worshipping, was immediately embraced.

If man leaves the world a better place, his contribution will have been made,
And lasting glory to his creating God, will have been abundantly displayed.

CONNECT WITH JOE & LAVON



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Lavon is pretty active on Facebook and easy to find there. Lavon's blog can be found at <https://lavoninspirations.org/>



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CHRISTIAN BUSINESS FELLOWSHIP

If you're a business owner, check out ChristianBusinessFellowship.org to learn about that ministry and its membership benefits.