



**MINUTES**  
**Kingdom Builders Construction Industry Forum**  
**4 March 2026**



**ATTACHMENT**

- 1) Briefing Charts

**ENCLOSURE**

- 1) Devotion Message
- 2) Company Profile Roster

**MEETING VIDEO**

<https://us02web.zoom.us/j/91012020000?pwd=Q1F4NuaYc64fQyGd0lEM1MB-zU-3o6>

Passcode: %q1!@EU0 This link is active for 30 days.

**ATTENDANCE 23**

**WELCOME & PRAYER**

Bob welcomed everyone and opened the meeting with prayer.

**DEVOTION – A Touch of Compassion** (See Enclosure 1)

*“Now a leper came to Him, imploring Him, kneeling down to Him and saying to Him, “If You are willing, You can make me clean.” Then Jesus, moved with compassion, stretched out His hand and touched him, and said to him, “I am willing; be cleansed.” As soon as He had spoken, immediately the leprosy left him, and he was cleansed.” (Mark 1:40-42)*

This passage reveals the heart of Jesus, who did not distance Himself from human pain but stepped into it with compassion, touching the man before healing him and restoring not only his body but his dignity. Where others saw a condition, Jesus saw a person worthy of love, showing that God draws near to meet us with grace in our seasons of need. In the same way, we are invited to continue His work—recognizing that in God’s kingdom we both give and receive care, often encountering Christ through one another. Especially in uncomfortable or unexpected situations, Jesus calls us to examine our own hearts, move beyond judgment, and walk alongside others with patience, hope, and respect, trusting that real transformation begins within and grows through relationships rooted in compassion.

**Ponder this:** What do you imagine it felt like for the man with leprosy, living isolated from others and longing to be seen and welcomed again? Jesus touched the man before healing him. What does that tell us about how Jesus responds to people? How should that shape the way we approach others today?

**MEMBER PROFILE**

**Brian Ducharme, CEO of Unity Power Services in Purcellville, VA**

**Industry:** Electrical contractor

**Mission:** “Unity powers life.”

**Vision:** We endeavor to glorify God through our Core Values of safety, respect, and professionalism.

**Ministry Highlights:** starting a care team this year. Volunteer time off, corporate chaplain, sponsor 5k run, budget \$30k donation/services.

**Operational Highlights:** In business for over 28 years, \$1.6m, 9 employees, 1 warehouse.



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**SPECIAL TOPIC 6 Levers Framework – Shaun Lee**

Shaun Lee is the managing partner and co-founder of 6 Levers. The 6 Levers framework is an organizational operating system designed to build healthy, high-performing, and mission-driven teams. Key points of Shaun's presentation are highlighted below:

- Misdiagnosis: When leaders are faced with a challenge, they usually default to a position where “the people are the problem.” In a deeper look, it usually reveals the truth, that people are NOT the problem.
- “94% of the most persistent problems we face are systems problems.” Quote by Edward somebody.
- Why do we often misdiagnose? We need a quick solution, we are wired to blame people first, the “system” feels fixed and unchanging.
- Dan Heath, “Upstream” - going upstream is a metaphor for addressing problems at their source rather than reacting to symptoms downstream.
- We CAN disrupt the pattern of misdiagnosing the issues we face.

**Q: Can you think of any persistent issues you are facing that may be a result of an accidental system?**

- A crew of high achievers might not need the same KPIs, targets, goals, as somebody who is less self-motivated.

**At the heart of work are people AND systems.**

Organizational Operating System: The set of norms, structures, processes and routines that define the way a team works. There are two types; accidental or intentional. When we fail to bring intentionality and clarity to the systems, your people are left to bear the burden.

Patterns we need to see in 6 Key Areas

- **IDENTITY:** Meaningfully defining and operationalizing organizational identity.
- **FOCUS:** Harness the power of focus through meaningful goals and priorities.
- **COHESION:** Building a cohesive team supported by the tools and practices to sustain it.
- **RHYTHM:** Establishing an operating rhythm that makes strategic work automatic.
- **LEADERSHIP:** Ensuring intentional leadership is the norm and not the exception.
- **MOMENTUM:** Creating a culture of progress over perfection and continuous learning.

A high-performing leadership team equals a high-performing organization. The Center for Creative Leadership reports that only 1 in 5 leadership teams actually are high performing.

**Q: Why are so few leadership teams high-performing, even with highly talented leaders?**

Functional stove pipes or silos. Leaders focus only on their areas of responsibility; without fully understanding the interdependence on each other. Reference 5 Dysfunctions of a Team - Lencioni

**Why do leadership teams struggle?**

- Failure to adopt mindsets and responsibilities.
- Unable to build real trust and psychological safety.
- Lack the relational skills and behaviours needed.
- Ignore and diminish the influence of organizational systems.



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**Foundations of a high performing leadership team?**

- Committed to Teamship
- Trust and Connection
- Team Psychological Safety
- Bring out the Best
- Culture of Feedback
- Healthy Conflict
- Identity and direction
- Shared focus
- Intentional rhythm and collaboration
- Spirit of Learning and Progress

**When a leadership commits to high-performance, then the team will take off.**

**3 Keys to a Healthy Operating System**

- It must be adapted to your unique culture so you feel a true sense of ownership in it.
- The systems must emphasize people as much as systems.
- It needs to be scaled thru each of the core teams in your organization.

Shaun offered to continue the dialogue with Kingdom Builder members by contacting him at: [shaun@6levers.co](mailto:shaun@6levers.co)  
Shaun's book entitled: ***At the Heart of Work*** is available at: [www.6levers.co/at-the-heart-of-work/#order](http://www.6levers.co/at-the-heart-of-work/#order)

**WRAP UP & CLOSING PRAYER**

Bob wrapped up the meeting by asking members to respond to several topic ideas for future Forums:

- Are In-person industry conferences worth it? (peer-to-peer sessions)
- Defeating the Spirit of Offense - protecting unity in the workplace and at home.
- How do we make our strategic statements real?
- What have you learned, been successful in, and feel compelled to share with fellow C12 members in the construction industry?

Respond by replying directly to Bob at [bob@goodworksinc.org](mailto:bob@goodworksinc.org) or via the Kingdom Builder's website available at: [www.goodworksinc.org/c12kb](http://www.goodworksinc.org/c12kb)

**Next meeting:** Wednesday, 3 June 2026, 11:00 am - 12:30 pm ET. Mark your calendars now!

**PRAYER** Arlan closed the meeting with prayer.

**Respectfully Submitted,**  
Arlan Riehl



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**Enclosure 1: March 2026**

**A Touch of Compassion**

**Mark 1:40–42**

*“A man with leprosy once came to Jesus, knelt before Him, and said, “If You are willing, You can make me clean.” Moved with compassion, Jesus reached out His hand and touched him. Then He said, “I am willing. Be cleansed.” And immediately, the man was healed.”*

Time and again in the Gospels, we see Jesus drawing close to people. He touched the sick, the grieving, and those others avoided. And people reached out to Him too, longing for hope, healing, and mercy. Jesus did not keep His distance from human life. He stepped fully into it.

What makes this moment so powerful is that Jesus touched the man *before* healing him. When others stepped back, Jesus moved closer. Where others saw a condition, Jesus saw a person, someone worthy of dignity, compassion, and love. In that single touch, we see the heart of the gospel: God comes near to us and meets us with grace.

The truth is, all of us have seasons when life feels heavy or uncertain. At different times, each of us needs encouragement, restoration, or hope. Jesus came not to stand far off from those moments, but to enter them with us and bring us back to God whole and loved.

On a daily basis, we are offered the opportunity to continue what Jesus has already begun. In God’s kingdom, none of us is only a giver or only a receiver. We meet one another as people equally loved by God. Sometimes we offer help. Sometimes we receive it. And often, we discover that Christ meets us through each other. And sometimes, the greatest change God works is not around us, but within us.

Situations we encounter at work or at home may not fit our expectations. We may step into things that feel confusing, uncomfortable, or different from how we imagined. In those moments, Jesus invites us to look first at our own hearts. His compassion teaches us to move past judgment and toward understanding, remembering that real change begins with dignity, patience, and relationship. Our role is not to measure people by where they are today, but to walk alongside them with hope for what God is continuing to do in their lives.

So, let’s carry the same compassion Jesus showed, willing to draw near, to listen well, and to recognize the dignity God has placed in every person we meet, even if they don’t live up to our expectations of them.

Ponder this:

What do you imagine it felt like for the man with leprosy, living isolated from others and longing to be seen and welcomed again? Jesus touched the man before healing him. What does that tell us about how Jesus responds to people? How should that shape the way we approach others today?



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**Enclosure 2: Company Profiles**

Good Works Inc	Sep 2021
Accutech	Sep 2021
Liberty Sheds	Dec 2021
J Bar	Dec 2021
Lindon Group	Mar 2022
Gregory Construction	Mar 2022
Seidel	Jun 2022
AG Homes	Jun 2022
Professional Building Svcs	Sep 2022
Thompson Electric	Sep 2022
C2 Services Group	Dec 2022
Nelson Lewis	Dec 2022
Grade A Construction	Jun 2023
JW Grand	Jun 2023
About Floors & More	Sep 2023
Dovetail Builders	Sep 2023
VPC Builders	Dec 2023
Alora Build Windows & Doors	Mar 2024
AR Custom Homes	Jun 2024
Florida Window Door Solutions	Sep 2024
Troyer Post Buildings	Dec 2024
Palmetto State Glass	Mar 2025
Heart of Florida Roofing	Sep 2025
Completely Tranformed, LLC	Dec 2025
Unity Power Services	Mar 2026