

ATTACHMENT

- ## 1) Briefing Charts

ENCLOSURE

- 1) Devotion Message
- 2) Escrow Forgiveness
- 3) Company Profile Roster

MEETING VIDEO

<https://us02web.zoom.us/rec/share/0u8d3a86d3g3gytmaQZ0B6BJwEiBkSF8S3BoG8BSdlZKh5q0jqadExJy7CfyVJ6Z.IVQJEYw0ll5a7Aei>

Passcode: Bm.N2K?1

WELCOME & PRAYER

Bob welcomed everyone and opened the meeting with prayer.

DEVOTION – God of Fresh Starts (See Enclosure 1)

"Forget the former things; do not dwell on the past. See, I am doing a new thing!" — Isaiah 43:18-19

This devotion reminded us that while our past shapes our story, God does not want us to remain trapped by past successes, failures, regrets, or hurts. Through Isaiah 43:18–19, God calls us to look forward and trust that He is continually doing new things in our lives, bringing hope, restoration, and fresh opportunities. Like Paul in Philippians 3:13–14, we are encouraged to learn from the past without allowing it to define our future. When we focus too much on what is behind us, we may miss God's purpose and work in the present. Instead, we can trust that God uses every experience for His greater plan and confidently embrace the future He is preparing, knowing that His plans are filled with hope and promise.

MEMBER PROFILE

Stephen Haschke, President, Harbor Fab

Stephen first introduced us to his wife and family, before describing his company.

Industry: Large scale custom steel fabrication

Mission: “We are craftsmen of large, miscellaneous steel projects. We provide American-made products with unique excellence, integrity, and passion.”

Vision: “To become THE miscellaneous steel fabricator in the United States; with 400,000 annual manhours billed profitably with zero accidents, zero turnover and successfully handling projects up to \$20M.”

Ministry Highlights: Harbor Fab work with multiple charities around the country and in their local communities including Greg Pearson Foundation; Habitat for Humanity; Local bible studies at our shops, Hooves and Halos, etc.

Operational Highlights: In business for over 45 years, 4 locations in TX, AR, GA and 135 employees.



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SPECIAL TOPIC: Defeating the Spirit of Offense – Bob Beggs

Bob introduced the topic of the Spirit of Offense as an issue that we all must deal with. His presentation featured a case study of how Good Works Inc. has effectively addressed the issue within their ranks. He also shared that he hoped his presentation would encourage other Kingdom Builder members to share their experiences and lessons learned on other construction industry topics at future Forums. After sharing a short video describing the mission of Good Works, Bob described a few scenarios that had occurred that helped him to realize that they were in a battle...a battle against a spirit that was causing some volunteers and staff to treat Good Works' clients in ways that were not God honoring.

To address the issue, Good Works developed a program entitled "The God Honoring Experience" based on 5 key, scripturally based tenets:

- 1) See people as God sees them,
- 2) Give God your best,
- 3) Serve without expectations,
- 4) Give God the glory,
- 5) Let the Holy Spirit guide you.

Acknowledging that Good Works 1,200+ volunteers are not all Christ followers, the 5 tenets were given 'secular equivalents'.

The God Honoring Experience process also includes seven practical implementation steps for addressing the onset of the spirit of offense:

- 1) Suspend Judgement,
- 2) Pause & Pray,
- 3) Empathize,
- 4) Apply the Tenets,
- 5) Take action: Physical Response,
- 6) Take action: Relational Response,
- 7) Take action: Spiritual Response,

Bob then provided a detailed example of how the process works for a common Good Works scenario, where staff and volunteers can become easily offended. Good Works provides leadership training on The God Honoring Experience and posters and wallet cards for their staff and volunteers at their warehouses. Afterward, he discussed some common office workplace offenses suggesting that the process is equally applicable and effective in those situations.

Key to addressing the spirit offense is recognizing that it is a trap that ensnares believers and leads to emotions and actions the Bible would define as sinful. Hence, the response must first be to repent and forgive. Forgiveness can be very difficult however, especially when the person(s) from whom the offense originated is unrepentant or worse continues to perpetuate the negative situation. What then? One approach, offered by Pastor Mike Wittmer is the concept of Forgiveness Escrow noting that such a response requires grace only available from our God. Read more about it in Enclosure 2 below.

Bob concluded that as leaders, we need to be on the lookout for the spirit of offense brewing in ourselves and amongst members of our team. Left unaddressed, the problem will spread and create disunity. He also recommended that while the God Honoring Experience case study he presented has effectively addressed the situation at Good Works, other companies may need to develop their own list of scripturally based tenets for their specific situations.



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WRAP UP & CLOSING PRAYER

The Forum concluded with a reminder that the KB steering team is always seeking ideas for topics for future meetings.

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

Next meeting: Wednesday, 2 September 2026, 11:00 am - 12:30 pm ET. Mark your calendars now!

PRAYER Alex closed the meeting with prayer.

Respectfully Submitted,
RB



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Enclosure 1: June Devotion

God of Fresh Starts

Isaiah 43:18-19

"Forget the former things; do not dwell on the past. See, I am doing a new thing!"

It is natural to look back. We remember past successes, cherish special moments, and sometimes replay painful experiences, regrets, and disappointments. While our past is part of our story, God never intended for it to become our permanent address.

In Isaiah 43, God speaks to His people during a difficult season and calls them to lift their eyes from what was behind them. He reminds them that He is a God of fresh starts, a God who is always at work, bringing restoration, hope, and new possibilities. Yet if they remained focused on the past, they could miss the new thing He was doing right in front of them.

The Apostle Paul understood this truth. In Philippians 3:13-14, he wrote, "Forgetting what is behind and straining toward what is ahead, I press on toward the goal." Paul was not suggesting we erase our memories. Rather, he chose not to let his past define his future. He learned from his experiences but kept his focus on God's calling ahead.

The danger of dwelling on the past is that it can limit our ability to see God's purpose in the present. Whether it is old wounds, past failures, missed opportunities, or even former accomplishments, looking backward too long can keep us from moving forward in faith.

God can use every part of our past—our pain, our victories, our mistakes, and our successes—for a purpose greater than we can imagine. The lessons remain valuable, but our hope is found in what God is doing today and what He has planned for tomorrow. As Jeremiah 29:11 reminds us, His plans are filled with hope and a future.

If you find yourself stuck looking back, ask God to help you trust Him with what has been and embrace what is yet to come. The God who carried you through yesterday is already preparing your tomorrow.



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Enclosure 2: Escrow Forgiveness

Forgiveness is excruciating. Who wants to pardon the perpetrator who maliciously wounded us? Forgiveness can also be confusing. What should we do when the person who wronged us doesn't repent? He doesn't own what he did, say he's sorry, and mean it. What then? Some theologians argue it's wrong to forgive an impenitent offender, while others say it's wrong not to. We can debate the pros and cons of each interpretation, but allow me to share the following:

Pastor Mike Wittmer proposes a compelling approach to forgiveness. It acknowledges that Scripture teaches that forgiveness is not automatic for the unrepentant. God's forgiveness is conditional on repentance, and human forgiveness should be offered with discernment, not as a license to continue harm. Forgiveness is a spiritual discipline that reflects God's grace, but it should not be used to excuse or enable ongoing wrongdoing.

In the case of unrepentant offenders, we must forgive and yet not pardon them. This seems strange because it is. Sin makes things weird. The same sinners who need forgiveness are liable to mess up their repentance, gumming up the path from confession to reconciliation. In such cases, we must separate the two normally united elements: payment and pardon.

Forgiveness means to pardon an offender by paying/absorbing his moral debt.

When an offender repents, it's clear we should both pay and pardon. We absorb the moral cost of being sinned against and assure the offender of our forgiveness. When the offender doesn't repent for whatever reason—perhaps he's hard-hearted or has died—we must separate the payment from the pardon. We don't pardon him (and gloss over his offenses), because he hasn't repented, yet we still must absorb the moral cost.

That's where the concept of Escrow Forgiveness comes in. We do this by writing a moral check in the offender's name and placing it in a moral escrow account, accessible to him when he repents.

This solution should satisfy those who rightly insist forgiveness requires repentance because pardon is conditional on the person declaring moral bankruptcy. No repentance, no pardon. And it should satisfy those who rightly insist the offender's impenitence is no excuse to hold a grudge, because we do more than merely prepare our hearts to forgive. We do more than stand ready to pay, pen poised over our moral checkbook. We actually write the check. We pay the debt. It's now out of our hands. It's no longer our concern.

This solution gives us a practical way to help those struggling with bitterness. Forgiveness is rarely a one-off event, particularly for deep wounds. What if we gave people physical checkbooks so they could write checks to figurative escrow accounts, in the offenders' names, for the amount they feel they were hurt? In this way, they'd pay but not yet pardon the offenses' moral cost. They'd avoid both bitterness and cheap grace, and they'd treat both the offenses and God's command to forgive with the moral seriousness each deserves.



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One last point, and it's important. When writing the moral check, remember it's not our money. We don't have the resources to forgive, especially for cold-blooded, personal attacks. Our Father doesn't expect us to manufacture the grace that pays the moral debt. He does demand however, that we draw from the endowment he has lavished on us. We're not generators of forgiveness. We're mere distributors, forwarding our Savior's hard-earned blood money to those who need it most.



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Enclosure 3: 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 Transformed, LLC	Dec 2025
Unity Power Services	Mar 2026
Harbor Fab	Jun 2026