



TO WORK

Stories of African
Entrepreneurs

STUDY GUIDE

ZIWANI

FAITH
DRI>EN
ENTREPRENEUR

Developed by Ziwani, in partnership with Faith Driven Entrepreneur

ON BEING CALLED TO WORK

Through business we can solve problems, create economic prosperity, rally against injustice, and create dignity and opportunity for others. But the work is not easy. Ask any entrepreneur – it requires a lot of courage, tenacity and faith.

However, not many people realise that the Bible has a lot to say about us being called to work. For example, the majority of Jesus' parables deal with people in a work context, and of the 40 miracles recorded in the book of Acts, 39 of them took place outside of the 'church' context. More so, we see this in the first instruction God ever gave to humans, to "be fruitful and increase in number; fill the earth and subdue it" (Genesis 1:28).

Professor Nancy Pearcey, an author on how to apply a Christian worldview to all areas of life, explains Genesis 1:28 as follows: "The first phrase, 'be fruitful and multiply,' means to develop the social world: build families, churches, schools, cities, governments, laws. The second phrase, 'subdue the earth,' means to harness the natural world: plant crops, build bridges, design computers, and so forth. This passage is sometimes called the Cultural Mandate because it tells us that our original purpose was to create cultures, build civilizations..." (*Total Truth: Liberating Christianity from its Cultural Captivity*).

God gave Adam the job of working the garden before the curse of sin (Genesis 3). Work was not some kind of punishment that God inflicted on Adam for his disobedience, but was part of His original design. Productive work was part of paradise.

Just as Adam did not receive a salary for his work, we should not assume that productive work always refers to employment. Beyond earning a living, starting and growing a business is one way of using your God given talents to unlock value, develop the earth, and contribute to the flourishing of humanity to the glory of God. However, the same can be said for activities such as raising children or caring for the elderly, volunteering at a non-profit organisation, engaging in subsistence farming, or even maintaining a clean home.

The implications are staggering. In a very real sense, these are all acts of worship – because it is what God created us to do. We have all been *called to work*.

CALL TO WORK

Stories of African
Entrepreneurs

ABOUT THIS SERIES

African culture has a rich tradition of storytelling, a thread that weaves together wisdom and experience, passed down through generations. In keeping with this tradition, we created this video series to showcase the inspiring real-life stories of entrepreneurs in Africa who have each embraced their unique calling in the marketplace.

Their stories are accompanied by conversational teaching sessions that unpack the applicable biblical principles more deeply, so that you can implement these in your own business context.

The series covers the following eight topics:

1. Called To Create
2. Opportunity Comes With Responsibility
3. Don't Worship Work
4. Excellence Matters
5. Redefining Success
6. Beauty From Ashes
7. Loving Your Neighbour
8. Business As A Calling

Whether you are watching these Called to Work sessions by yourself or in a group, we trust you will find this to be a faith-stirring journey!

ABOUT THIS GUIDE

In this guide, we highlight key Bible verses, provide summaries of the topics and videos, and suggest questions that will stimulate deeper thought. This guide is to be used alongside the Ziwani Called to Work [website page](#), which is where you can find all the videos.

There are four main sections in each session:

1 PREPARE

This section sets the scene for each session, by highlighting the key Bible verse and providing an overview of the topic. It also provides one question to answer before watching the videos to help you assess your current thinking on the topic.

2 ENGAGE

This section is the key part of each session. It provides supporting Bible verses, summaries of the main points from the teaching and testimony videos, as well as questions. The videos themselves will prompt you to pause and turn back to this guide to answer the question.

3 REFLECT

After you have watched the videos, the reflect section will help you dive deeper in your application. This section has more questions which you can think through on your own, or with others.

4 ACT

The final section helps you to be intentional with putting your revelation into action. It's useful to share your intended actions with others who can hold you accountable.

If you are using this guide to facilitate a group, here are helpful tips:

BEFORE THE SESSION:

We suggest that you download the videos beforehand, whether you are meeting virtually or in person, for a more seamless experience. Alternatively, you can send the video links to the group on WhatsApp or email. Encourage them to watch it beforehand to allow more time for group discussion when you meet.

DURING THE SESSION:

- Go through all the sections together as a group, starting with PREPARE and ending with ACT. The group can pause to allow for time to write down answers, and discuss together.
- Each participant can do PREPARE and ENGAGE by themselves before the group meeting. The group discussion can then focus on REFLECT and ACT.
- Start a WhatsApp group for your participants. Every participant can go through the content in their own time. Participants can share their insights and action plans on the WhatsApp group for others to comment on.

IN GENERAL:

- We suggest that the group meets once a week (virtually or in person) for eight weeks in a row to complete the Called to Work series. A weekly rhythm creates a positive momentum, and ensures that most participants can commit to attending the whole series.
- Create an inclusive atmosphere where everyone is encouraged to participate and all contributions are valued.
- An ice-breaker is a helpful tool to facilitate introductions if participants don't know each other. Ensure it is a quick, light hearted exercise.
- Allow time for people to reflect on what has stood out for them in the session and how they can apply it to their contexts.
- Please note that this guide is exactly that – only a guide. Feel free to adjust the flow of the sessions to the needs of the participants. For example, if you find that the teachings are familiar to the participants, adapt the questions with their input to facilitate deeper discussions.
- Please start and finish the sessions on time out of respect for the participants.

If you have any questions about the Called to Work series, about this guide, or how to facilitate a group, please contact us at info@ziwani.com.



1 PREPARE

Key verse: “So God created mankind in his own image... God blessed them and said to them, “Be fruitful and increase in number; fill the earth and subdue it.” (Genesis 1:27–28)

This first session considers the calling to glorify God and enable human flourishing in and through business and/or entrepreneurship. Human flourishing is a term often used to describe the sense of purpose, meaning, and fulfilment that comes from living our lives in line with God’s will, together with a commitment to pursuing righteousness and seeking the welfare of others. In other words, when we follow the first commandment, “Love the Lord your God with all your heart and with all your soul and with all your mind”, and then the second commandment, “Love your neighbour as yourself” (Matthew 22:37–39) this leads to life in abundance for everyone around us (John 10:10).

Take some time to pray before getting started and answer the following:

Do you believe business and/or entrepreneurship can be a calling? Why would you say that?

2 ENGAGE

You can find the Session 1 video (Called to Create) on the Ziواني Called to Work website page.

Part 1 (11 minutes)

Bible verses: *Genesis 1:26–28, Genesis 2:15, Deuteronomy 8:17–18*

Main points

- Human beings are made in God's image, which means that we all have creative potential within us.
- As Christian business leaders and entrepreneurs, we have a divine mandate to purposefully co-create with God and others – essentially to expand and multiply what God has entrusted to us.
- We do all this in faith, taking appropriate risks as we delight in God, who gives us life and the ability to create and solve problems.

Pause

Before you watch the next part, take a moment to answer the following:

Referring back to the Cultural Mandate (as described in Genesis 1:28), how would it change your working life if you truly believed that the work you do is part of your calling as a Christian?

Part 2 (15 minutes)

This short documentary film blends two uplifting stories of entrepreneurial grit and passion. Three trailblazers – Sandy Barlow and Pete Howie, co-founders of Seattle Coffee Co., and contemporary artist Philip Barlow – recall their 20-year journeys of highs and lows in business, and God's faithfulness along the way. It is an incredible testimony of finding beauty in the mundane, rooted in an enduring calling to create.

Pause

In the video, Philip Barlow comments that, “You produce something from what is within you.” As Christ-followers, we find our identity in Christ (Ephesians 2:10) and have the Spirit of God within us (Romans 8:9).

How does what you believe about your identity and the world you live in, find expression in your daily work?

3 REFLECT

What did you find most helpful and/or most challenging in the videos?

Refer back to your answer in the beginning (Do you believe business and/or entrepreneurship can be a calling?). If your answer has changed in any way, write it down.

Can you think of a few practical ways in which your business and/or work helps society to function properly, and thereby enables people to flourish?

4 ACT

Write down one idea that has stood out for you, and how you intend to put it into practice this week.

You can also take some time to pray before finishing this session.



Enjoying this **sample?**

Download the workbook for **free** on our website.