

.....BUILT.....  
**From The Inside**  
.....SERIES.....

**TIER 6 MINISTRY**

*THE PATHLIGHT MENTOR SERIES*

# **The Inside Work**

**A SPIRITUAL SYSTEM FOR RAISING HEALED LEADERS IN THE CHURCH AND BEYOND**

**BUILT FROM THE INSIDE™ - OFFICIAL MANUAL**

**A Social-Emotional Learning (SEL) Series for Justice-Impacted Transformation**

The **BrightPath** Academy  
Social Emotional Learning

**WWW.THEBRIGHTPATHACADEMY.COM**

*DR. Jim Bostic TH.D. & Aaron B. Kershaw*

# The Inside Work

*A Spiritual System for Raising Healed Leaders in the Church and Beyond*

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### The Inside Work:

*A Spiritual System for Raising Healed Leaders in the Church and Beyond*

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## FOREWORD

A spiritual system for raising healed leaders in the church and beyond is a remarkable piece of work that showcases a high level of expertise and dedication. This content is meticulously organized, providing a clear and comprehensive overview of the subject matter. Mr. Kershaw's ability to present complex information in an accessible and engaging manner is truly commendable

As the workbook series is well structured with each book & section, therein seamlessly flowing into the next making it easy to follow and understand the use of headings and subheadings is effective in guiding the reader through the material and the inclusion of relevant examples and case studies adds depth and context to the discussion.

One of the standout features of this document is the thoroughness of research. Aaron has clearly invested a significant amount of time and effort into gathering and analyzing data, resulting in a well-rounded and insightful analysis. The references to authoritative sources further enhance the credibility of the content.

The writing style is professional yet approachable, making the workbooks suitable for a wide audience. Mr. Kershaw's ability to convey complex ideas in a clear and concise manner is impressive and the use of visual aids such as charts and graphs helps to illustrate key points effectively. new paragraph overall, this book series as a program is an excellent resource that demonstrates the author's expertise and commitment to producing high quality work. It is an informative, engaging, and

well researched, making it a valuable addition to the field. And it will challenge the reader's thinking; hopefully enough to change their course in life for those who are currently incarcerated or recently released. This series is a must read, for those who need a change of direction in their life!

***Pastor Dr. Jim Bostic TH.D***





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## Personal Introduction

This work didn't come from theory. It came from pain.

I spent over a decade in therapy, confronting a lifetime of trauma; some of it mine, most of it inherited.

I was a Marine with untreated PTSD. I was a brother who watched someone I love get swallowed up by a system that never gave him the right kind of support. I was a man holding together my own family while trying to untangle the damage passed down from generations before me.

This isn't just a workbook series because trauma isn't just a concept to me. It's personal. I didn't read about emotional collapse. I lived it. I didn't study relational damage. I tried to raise kids while healing from it.

And as I worked through my own healing; slowly, painfully. I started to see what was missing from most systems: a real understanding of how emotional survival, community failure, and the lack of tools create cycles that feel impossible to break.

That's why this exists. Because I know what it's like to fight for stability while the world expects you to be fine. Because I've seen what happens when a man is never taught how to feel, reflect, or lead with anything but **defense**. And because I know what's possible when someone finally gets the right tools and the right truth.

This page is the bridge between where I've been and what you're about to hold.

Turn it.

## A Vessel in Training

I didn't step into this work fully formed. Before *Built from the Inside™*, I had my time of training and testing.

Over the course of years, and what felt like spiritual assignment. I was given the task of writing over a dozen books. Financial guides for those struggling to manage money. Social-Emotional Learning (SEL) workbooks for teens and counselors. Tools for adults trying to stay grounded. A mindfulness book built for the real world. A series on aging with dignity and leaving a legacy.

None of these projects felt disconnected; but I didn't understand how they were leading anywhere either. I was being trained. I was learning the craft of turning lived truth into written tools. And I was being asked; by some higher force I still can't quite name, to keep building, even when I didn't see the blueprint.

Now I do.

What you hold in your hands is the result of that preparation. *Built from the Inside™* is not just a workbook system. It's a spiritual collaboration. A trauma-informed response to society's deepest fractures. And a calling to uplift those whose worst choices were more about **desperation** than **declaration**.

This wasn't ambition. This was obedience.  
And this isn't mine. It's ours.

-Aaron B. Kershaw





## INTRODUCTION:

There are moments in ministry when you realize that preaching isn't enough.

That counseling alone isn't enough.

That even the most faithful volunteers, the most generous givers, the most organized programs can't quite reach the pain that sits buried inside your people.

You know it. You've seen it. It's the man who never quite gets free, no matter how many altar calls he's answered. It's the teenager smiling in the pew but hiding a storm. It's the woman sitting quietly at Bible study who hasn't told anyone she can't sleep at night because of what she's been through.

It's the truth so many churches are afraid to face we've mastered spiritual language, but we've struggled to disciple the whole human.

That's why *Built from the Inside*™ was created. And that's exactly why this guide was written, for you, the leader, the pastor, the ministry director, the mentor who knows that discipleship must include healing, and that spiritual freedom isn't possible when people remain emotionally imprisoned.

## Where This Work Begins: The Legacy of Dr. Bostic

The roots of *Built from the Inside*™ stretch deep, not only into trauma-informed psychology and Social Emotional Learning (SEL), but into the long-standing legacy of community-rooted, spiritually grounded mentorship. This program didn't begin in a classroom or on a whiteboard. It began in the trenches of lived experience, shaped by decades of real-world pastoral care and correctional ministry.

At the core of this work is **ELDER DR. JIM BOSTIC TH.D**, a faith leader and visionary with over 40 years of experience serving Westchester County, New York and beyond. For decades, Dr. Bostic has served on the front lines, guiding incarcerated men, walking beside returning citizens, supporting youth at risk, and pastoring communities burdened by generational pain. His calling has always been rooted in a simple but radical truth:

**Healing requires structure. Transformation requires trust. And ministry must be both spiritual and emotional to be lasting.**

Dr. Bostic's pastoral work inside jails, group homes, halfway houses, churches, and community programs laid the groundwork for what you now hold in your hands. His insistence on systems, not just sermons led to the creation of methods that could be replicated, scaled, and trained into others. His guidance remains the spiritual compass for this entire effort.

To this day, Dr. Bostic's voice remains active in every part of the program. He serves as SVP Development & senior advisor, spiritual overseer, and co-architect of the expansion of *Built from the Inside*™ into church-based and community-based formats. His passion for equipping the Church to handle trauma, responsibly, lovingly, and wisely, is the heartbeat behind this implementation guide.

## What This Book Is, and What It's Not..

Let's be clear from the start: **this is not a workbook.**

The 10-book *Built from the Inside*™ curriculum series already exists. Each of those books is designed to take participants through emotional authorship, self-reflection, trauma-aware journaling, and identity work. They function as stand-alone healing

tools or full-scale transformation journeys, whether used alone, with a mentor, or in a group.

What you're reading now is the **operational guide** for churches and faith-based organizations that want to implement that system responsibly, effectively, and in alignment with both spiritual and emotional safety.

This guide is designed to:

- Equip your leadership team with full understanding of the system's structure
- Clarify how your church can begin with *what you have*
- Ensure fidelity to the trauma-informed, SEL-based architecture
- Build momentum for ministry growth, healing, and community impact

It is also a **sales and alignment tool**, because let's be honest: your board, elders, volunteers, or funders may ask why you're bringing in something new. This guide answers that before the question even lands.

We're not here to replace your theology. We're not here to critique your methods. We're here to support your ministry in areas where people are bleeding emotionally, and you're already carrying them spiritually.

## What Makes Built from the Inside™ Different

There are hundreds of Bible studies. Dozens of trauma devotionals. Countless "emotional healing" books that quote scripture and offer platitudes.

This is not that.

*Built from the Inside*™ is not devotional in nature. It's a **trauma-informed system** designed for measurable change. It was first implemented with Pilot participants, struggling with life on the outside and now in correctional settings, under emotional duress, limited time, restricted language, and spiritual warfare most churches never have to face. It's working there. Which means it will work in your church, too, if you're willing to implement it as designed.

And here's the secret:

**It's simple.**

At its core, *Built from the Inside*™ is a workbook series. You can hand someone Book 1 and walk away, and it will still work. But when paired with one-on-one mentorship or small group facilitation, the growth becomes exponential. Your members begin to shift. Language begins to change. Presence deepens. Safety grows. And then the best thing happens:

**They start leading others.**

The system was designed with a tiered structure, built on growth, not perfection. Participants become mentors. Mentors become directors. Directors become facilitators. The system builds from the inside out, spiritually, emotionally, and operationally.



## Multiple Entry Points, One Purpose

You don't need a massive launch plan. You don't need 20 volunteers trained overnight. You don't need a separate building, ministry budget, or new theology degree.

### **You need:**

- One person with a book
- One leader willing to hold space
- One structure that creates safety

This guide will walk you through three primary models for implementation (small group, mentorship, or full program), but even before that, you should know: **there is no wrong door to enter.**

Whether your church is launching a men's healing group, partnering with a reentry program, ministering to at-risk youth, or simply looking to deepen your spiritual formation pathways, *Built from the Inside™* can fit. That's intentional. This system was designed to meet people where they are and guide them toward who they're becoming, with structure, with emotional honesty, and with spiritual depth.

## Dr. Bostic's Guiding Presence

This guide, and this work, would not exist without Dr. Bostic's enduring leadership. His vision for faith-centered emotional healing has been woven into the very DNA of this system. From his early mentoring work in correctional facilities to his community-based leadership academies and church initiatives, Dr. Bostic has taught us that transformation is not about charisma. It's about consistency. It's about modeling Christ not just from the pulpit, but from presence.

In a time when so many are hungry for authenticity and trust, his words continue to guide this movement:

“You don’t lead people out of trauma by quoting scripture at them. You walk with them through it, with truth, with presence, with prayer, and with process. That’s what real ministry looks like.”

## A Final Word Before You Begin

This isn’t a quick fix or a curriculum gimmick. It’s a framework for rebuilding what trauma tried to break. If your church is ready to go deeper, beyond behavior management, beyond symptom control, this guide is your next step.

If you believe the Church is the right place for inner healing...

If you believe that spiritual formation should include emotional authorship...

If you believe your people deserve more than platitudes when they’re carrying pain...

Then let’s get to work.

The system is already built.

Now it’s time to build your people, from the inside.





# 1

## What If Discipleship Could Heal the Whole Person

In every church across the country, there are people who love Jesus but cannot explain their anger. People who serve faithfully but crumble in conflict. People who believe in grace but silently battle shame, self-sabotage, trauma, or emotional isolation.

This is not because the gospel is insufficient. It is because many churches were never given tools to disciple the *whole* person. And without tools, even the most powerful truth can feel out of reach.

*Built from the Inside™* was created to bridge that gap. Not by replacing the gospel, but by giving churches the emotional scaffolding to walk people through it.

This chapter begins with a question that changes everything:

**What if discipleship could heal the whole person?**

### The Emotional Burden Churches Are Not Addressing

Pastors are carrying more than sermons. They are holding the weight of unspoken pain in their congregations. Week after week,

they preach truth into hearts still locked behind years of trauma, self-protection, addiction, abandonment, or system involvement.

The burden is not just spiritual. It is emotional. And it is growing.

- Men raised in silence, now fathers without a model
- Women leading ministries while healing from abuse
- Youth raised by screens, shame, and survival
- Formerly incarcerated believers who know how to behave, but not how to *feel*
- Mentors trying to guide others through patterns they have never fully processed themselves

These are the people showing up in your pews. And while Scripture brings eternal truth, people also need help understanding how to live it *emotionally*, in their habits, their reactions, their relationships, and their sense of identity.

Without emotional tools, spiritual growth often stalls. Not because people do not want to grow, but because they do not know *how*.

Churches are doing their best. But without clear structure, even the most sincere ministry efforts can leave emotional gaps. *Built from the Inside™* steps into that space, not as a substitute for faith, but as a system that makes deep discipleship possible.

## The Origin of the System and Why It Matters in the Faith Space

*Built from the Inside™* did not come from a publishing house or classroom curriculum. It came from the collision of lived experience, spiritual calling, clinical insight, and correctional mentorship.

The original system was developed in partnership with community leaders, educators, pastors, incarcerated men, and trauma-informed professionals. It was refined over decades of work by **DR. JIM BOSTIC TH.D.**, who spent more than 40 years serving the overlooked, the incarcerated, and the emotionally shut down.

It grew out of the question: **What would happen if we gave people real structure for healing, inside the place they already trust?**

Churches.

Dr. Bostic understood that while correctional programs could support change, the church had the unique spiritual authority and relational reach to sustain it. But churches needed help. They needed a system that:

- Used language they could understand
- Required no clinical degrees
- Created emotional safety
- Was flexible enough to meet people where they are
- Was strong enough to hold transformation until it took root

The result was *Built from the Inside*™, a workbook-centered, trauma-informed, ministry-compatible framework that equips churches to do what they were always meant to do: lead healing from the inside out.

## Why Churches Are Uniquely Positioned to Lead Transformation

Churches are not just buildings. They are ecosystems. They hold the relationships, the rituals, the trust, and the spiritual authority needed to walk people through deep, lasting change.

Most trauma does not heal in isolation. It heals in safe community.

Churches already:

- Provide weekly rhythm
- Speak to identity and calling
- Address moral and behavioral choices
- Offer mentorship, service, and leadership pathways

These are the very components needed for a trauma-informed system to work. When you combine the power of faith with the tools of emotional clarity, you create a setting where transformation becomes *sustainable*.

Faith without structure can become wishful thinking.

Structure without faith can become sterile behavior management.

But when you give people both, when you show them how their patterns connect to their purpose, when you guide them through emotional authorship and identity work, when you lead them with compassion, consistency, and clarity, you disciple the whole person.

Churches do not have to become clinical spaces. They have to become structured spaces.

That is the calling *Built from the Inside*™ answers.



## You're Not Just Making Disciples - You're Raising Healed Leaders

The people walking into your church today will become the leaders of your community tomorrow. The way you disciple them determines not only how they pray, but how they parent. Not only how they serve, but how they respond in conflict. Not only how they believe, but how they walk through betrayal, rejection, grief, and success.

Every pattern you help them name, interrupt, and transform becomes a legacy shift.

And legacy is what churches are built to steward.

You are not just teaching men to attend a Bible study. You are raising fathers who break generational silence.

You are not just guiding women through forgiveness. You are restoring their ability to speak boundaries without shame.

You are not just leading youth devotions. You are giving teenagers a way to choose response over reaction, peace over panic, identity over image.

This is what healed leadership looks like. It is not perfect. It is not sanitized. But it is grounded, real, and transferable.

The *Built from the Inside*™ system raises these kinds of leaders by giving churches tools to walk them through the process:

- Weekly Check-Ins that help people tell the truth about how they feel
- Red Flag moments that protect emotional safety
- Reset tools to help groups de-escalate and ground
- Mirror prompts to call people into self-reflection

- Identity Codes to anchor people in who they are becoming
- Fire Covenants to mark their transformation with public authorship

These are not just emotional tricks. They are discipleship pathways.

They are how you raise leaders who do not just talk about change, but live it, model it, and multiply it.

### Faith Is Not in Competition with Emotional Growth

Some church leaders worry that focusing on emotions might dilute the gospel. The opposite is true. The gospel transforms not only what we believe, but how we live, love, lead, and respond.

Jesus wept. Jesus paused. Jesus called people out of survival and into identity.

Emotional authorship is not a threat to spiritual authority. It is evidence of it.

When people are given tools to recognize their emotional patterns, they are more available to hear truth. When they understand how their nervous system reacts to shame or trauma, they are more likely to receive grace. When they know how to pause, reflect, and choose a new response, they are more likely to act in alignment with their values.

Faith is not lessened by emotional clarity. It is strengthened by it.

*Built from the Inside™* does not replace Scripture. It supports your ability to disciple people in a way they can carry into daily life, when the church service ends, when the phone is off, and when the pattern rises up again.

## You Are the Gatekeeper to a New Way Forward

Every church leader reading this has a choice.

You can keep doing what you have always done. You can keep hoping that people figure it out. You can keep watching cycles repeat, volunteers burn out, families unravel, and gifted leaders stay stuck.

Or you can begin a process that gives people the structure they need to become the people God has called them to be.

You do not need to know everything.

You do not need to have the perfect team.

You need to believe that your church can do more than teach.

It can *build*.

And it starts right here.



## 2

# The Simplicity That Makes This System Work

Before we get into licensing, training, or team structure, there is one foundational truth every church leader must understand about the *Built from the Inside™* system.

This is not complicated.

At its core, this program is a guided workbook series. It is not therapy. It is not a curriculum requiring trained clinicians. It is not a Bible study filled with theological debate. This is a structured healing process designed for anyone who wants to grow. You do not have to modify your doctrine, redesign your ministry, or adopt an entire new counseling model to use it.

You simply need to understand how the books work, how people engage with them, and how your church can offer the right format based on your capacity.

Let us start there.

## Built to Meet People Where They Are

The brilliance of *Built from the Inside*™ is not in its complexity. It is in its design to meet people exactly where they are. Whether someone is incarcerated, newly saved, recently released, or sitting in your pew with unresolved trauma, the system provides a clear, compassionate path forward.

Each book in the ten-book series is a transformational step. That is important to remember. This is not a random workbook collection or content dropped into a devotional format. Each book builds a specific emotional and spiritual skill. They are not traditional lessons. They are conversations. Each book includes:

- Guided self-reflection questions
- Emotional vocabulary development
- Journaling prompts
- Practical tools like Check-In™ and Reset™
- A ten-question quiz for reflection, not grading
- Thematic focus on leadership, identity, and authorship

Participants progress through these books in sequence or in isolation. Each book stands on its own, but also fits into the broader transformation arc. This creates flexibility that churches often need. You do not have to run all ten books to see life change. You can begin with one. You can assign a few based on individual needs. You can focus on Books One through Three for an eight-week cohort. The system adapts without ever compromising integrity.

## Three Core Ways to Implement the Series

There are three primary ways churches can use *Built from the Inside™*. These formats allow you to scale based on the people you have, the time available, and the depth of support you want to provide.

Each of these models has already been used successfully inside correctional facilities, reentry centers, and pilot church groups. What works there, works here. Below is an exact presentation of how implementation works in context.

### Model One: Standalone Workbook Use

This is the most lightweight and accessible format. A person is given a workbook and invited to complete it at their own pace. There are no required meetings, no structured group gatherings, and no need for trained facilitators. The book itself holds the process. It is reflective, safe, and clear.

Ideal participants:

- Individuals working through trauma privately
- Returning citizens in early transition
- Members in long-term recovery
- Youth or adults uncomfortable with groups
- Men and women going through mentorship intake

Each book includes guided reflection questions that require honesty, not perfection. The ten-question quiz helps readers internalize their own growth. The journaling prompts create a pathway for spiritual and emotional healing, even if no one else ever reads their responses.

You can distribute books through pastoral counseling, welcome packets for new believers, reentry programs, or crisis support initiatives. You can assign Book One as part of pre-marital counseling or Book Five to someone struggling with loyalty to toxic environments.

This model requires no additional staff or scheduling. It requires only your willingness to trust the structure and place it in the hands of someone who is ready to begin.

## Model Two: Mentorship Support

In this format, one person completes the book with the support of a mentor. The mentor does not teach. They are not a therapist. Their job is to create presence, provide accountability, and model vulnerability. The focus is not to guide content, but to walk beside the participant through their journey.

Mentors are trained in basic facilitation posture. That includes listening well, not fixing, modeling Check-In™ tools, and knowing how to refer up when a participant becomes emotionally stuck or unsafe.

This format is ideal for:

- Discipleship programs
- Spiritual fathering and mothering initiatives
- Men's or women's leadership teams
- One-on-one reentry ministry
- Community care pastors working with specific individuals

The books are still the central tool. The mentor simply enhances the process. This creates trust and sustainability within your ministry. It also serves as a development track for future



facilitators, since many mentors who complete multiple books with others begin to feel called into deeper leadership.

Mentorship-based implementation also supports flexibility in pacing. Weekly or biweekly meetings can be used. There are no rigid session requirements. Participants move at the speed of trust and reflection, guided by the book's rhythm and the emotional tools embedded within.

### Model Three: Group Facilitation

This is the most structured format and the one best suited for churches with team leadership in place. Small group cohorts meet weekly or biweekly to go through each book together. Groups are facilitated by a trained leader who follows the core structure defined in the *Built from the Inside*™ system.

#### **Each session follows this pattern:**

- Grounding and Check-In
- Reading or journaling prompt
- Group share and guided discussion
- Facilitator-led reflection
- Optional homework or Check-In practice

Facilitators are trained to lead with presence, not performance. They use emotional containment skills, hold safe space, and implement tools like the Red Flag Protocol when needed.

#### **This model is ideal for:**

- Men's and women's healing groups
- Small group ministries

- Post-recovery integration
- Youth development and leadership tracks
- Reentry or transitional living cohorts

Group facilitation can use all ten books in sequence or be organized into seasonal modules. For example, Books One through Three may be used for a spring session. Books Four through Six can follow in the fall. Group rhythm is set by your church calendar and capacity.

Each participant completes their workbook independently between sessions. The group becomes a space for accountability, growth, and safety. It is not therapy, but it often produces similar breakthroughs due to the structure and emotional authorship design.

### This Is a System, Not a Suggestion

What sets *Built from the Inside*™ apart from other ministry tools is its system-level architecture. This is not a loose collection of ideas. It is a defined leadership pipeline with tiered growth that begins with reflection and ends with certified facilitation.

Here are the tier levels directly from your manual, with no modifications:

- **Tier 1: Mentee**  
Focused on SEL growth and emotional literacy. Completes the 10-book series.
- **Tier 2: Peer Mentor**  
Demonstrates emotional leadership. Supports mentees using tools like Check-In and Reset. Submits personal reflection essays.

- **Tier 3: Peer Director**  
Leads pod rhythm, manages fidelity, oversees mentor development, and ensures emotional safety.
- **Tier 4: Director or Facilitator**  
Civilian or church-based leader trained to deliver weekly sessions, manage pacing, and enforce trauma-informed protocol.
- **Tier 5: Trainer of Trainers**  
Graduates of the system who support leadership development, certify others, and coach new groups.
- **Tier 6: Program Leadership**  
Oversees full implementation, licensing, reporting, and national standards through BRIGHTPath certification.

This tier system allows you to build a full ministry structure if desired, or simply support individuals through one-on-one growth. The simplicity at the foundation is what allows the complexity of transformation to grow later.

## You Can Start Right Now

Many churches hesitate to adopt new systems because they assume it will require too much training, too many resources, or too much change. This is not one of those systems.

### **You can start today with:**

- One book
- One person
- One meeting

You can build from there. You can license the full system when your team is ready. You can train facilitators after you've run your first cohort. But you do not have to wait for everything to be perfect. This system was created to work in the real world, with real people, carrying real pain.

It works because it is honest. It works because it creates safety. It works because the people leading it are present, not perfect.

And it works because God is already in the business of building people from the inside.



## The Architecture Behind the System

Every sustainable ministry needs a structure. Revival may begin with the Spirit, but it is sustained by a system. Without structure, spiritual momentum collapses under the weight of human inconsistency. That is why *Built from the Inside*™ is not just a workbook series. It is an expandable, replicable system for healing, growth, and leadership development.

This chapter provides a full overview of that architecture. The information here is pulled directly from the official Program Manual. Nothing in this guide will alter the structure. Instead, each role and tier will be expanded with clear definitions for church use. The purpose is to help your ministry team understand what roles exist, who might fill them in a church context, and how each piece works together to build people from the inside.

You do not need to launch all six tiers at once. Many churches begin by supporting Tier One participants and slowly develop mentors, facilitators, and eventually full leadership pipelines. This chapter will help you understand what is available, how each tier functions, and how to prepare for growth that is not just emotional or spiritual but also operational.

## Tier One: Mentee

**Focus:** Personal identity, emotional literacy, and self-regulation

**Method:** Completion of the ten-book *Built from the Inside*™ curriculum through structured sessions, journaling, emotional tool practice, and reflection.

### *In the Church Context:*

Mentees are the individuals your church already serves. They may be sitting in the pew on Sunday or walking through the door of your reentry ministry or asking for prayer after a service. They are the people ready to start a journey of healing but unsure where to begin.

They do not need to be assigned a label. They do not need to enroll in a full program. They simply need to be handed a book and supported if needed. Some will be referred through counseling conversations. Others may self-select after hearing a testimony or watching a small group launch.

In this tier, the only requirement is willingness. No spiritual maturity is required. No emotional fluency is expected. Mentees begin where they are. The book creates the container for growth. The tools guide the reflection. Your ministry's role is to make space and remove obstacles.

### **Each mentee will:**

- Complete journaling and self-reflection exercises
- Engage with Check-In and Reset tools
- Practice emotional authorship and self-awareness
- Begin defining a new identity through story, not shame

You may not see dramatic change in the first few weeks. That is normal. This is a layered journey. Growth will often show in

vocabulary first. Then in response time. Then in relational maturity. Your job is not to force breakthrough but to steward a safe environment where it can occur.

## Tier Two: Peer Mentor

**Focus:** Modeling growth, leading emotional tools, and supporting mentees through lived-experience dialogue

**Method:** Completion of the ten-book series, engagement in active mentoring under Peer Director supervision, leading Check-Ins and Resets, submitting a personal reflection essay, and participation in group coaching.

### *In the Church Context:*

Peer Mentors are those in your congregation who have completed at least one book, shown signs of emotional growth, and demonstrate a heart to walk with others. They do not have to be experts. They do not need a counseling background. They simply need to be present, committed, and coachable.

### **Mentors support mentees by:**

- Modeling emotional tools like Check-In and Reset
- Listening without judgment
- Sharing personal breakthroughs without centering themselves
- Encouraging healthy pacing and reflection

### **This role is ideal for:**

- Recovery alumni
- Men and women's ministry volunteers



- Older youth walking younger participants through Book One
- Reentry participants supporting others in the program

**Your church can create a simple peer mentor track by:**

- Offering mentor circles once per month
- Assigning one mentor to two mentees
- Requiring mentors to complete a basic training session
- Reviewing their reflection essays as part of certification

This tier builds natural discipleship without formality. Peer Mentors become the culture-setters. They model what it means to grow from within and gently invite others to do the same.

### **Tier Three: Peer Director**

**Focus:** Oversight of fidelity, trauma-informed leadership, peer mentor training, and culture regulation

**Method:** Completion of the Peer Director Oversight Toolkit and Director's Handbook, execution of weekly mentor huddles, evaluation of mentor-led sessions, documentation through observation logs, and passing the Peer Director Certification Exam.

#### *In the Church Context:*

Peer Directors are your internal leaders. They are responsible for ensuring the emotional and structural integrity of the work. In some cases, they may be staff. In others, they are volunteers who rise through the mentorship track.

They lead weekly leadership huddles with mentors. They evaluate session flow. They maintain emotional safety. They enforce group

agreements and review documentation. They are the ones who carry the tone of your healing ministry.

**Key traits include:**

- Emotional maturity
- Organizational strength
- Calm presence under pressure
- Ability to mentor other mentors

**Peer Directors ensure:**

- Mentor growth is supervised
- Mentees receive consistent guidance
- Tools are used correctly
- Red Flag Protocol is applied when needed

The Peer Director role is essential for churches running group models or multiple mentorship tracks. It provides oversight without requiring pastoral intervention at every level. You do not need to hire someone new. You simply need to develop someone already showing leadership in the healing journey.

This is your bench. These are your captains. They hold the weight of the culture when pastors cannot be in the room.

## Tier Four: Facilitator or Director

**Focus:** Session facilitation, pacing integrity, and emotional containment in non-peer settings

**Method:** Trained through the Facilitator Training Manual and Peer Director Handbook. Leads weekly group sessions, manages

spacing and safety, monitors Red Flag risks, and enforces fidelity in environments without peer mentorship structures.

### *In the Church Context:*

Facilitators are licensed, trained leaders who guide groups through each book. They are not expected to preach or counsel. Their main role is to steward the session structure, hold emotional safety, and create consistency across the experience.

In small churches, this might be the pastor. In larger churches, this may be a lay leader or recovery coordinator. Facilitators anchor the program without dominating it.

### **They ensure:**

- Each session follows the prescribed flow
- Emotional outbursts are handled with clarity, not reaction
- Participants are allowed to pass, reflect, or share without pressure
- All tools are implemented in fidelity with the system

### **Facilitators complete a certification process that includes:**

- A forty-question multiple choice exam
- Short-answer reflections
- Scenario-based containment practice
- Familiarity with documentation tools and session tracking

Once certified, facilitators are eligible for BRIGHTPath licensing and can operate the program within your church or partner with other organizations.

This is your launch point for sustainable ministry. Facilitators are the bridge between vision and execution. With their presence in place, your healing ministry can scale safely and effectively.

## Tier Five: Trainer of Trainers

**Focus:** Post-release leadership, employment readiness, and cross-program facilitation support

**Method:** Completion of the Trainer of Trainers Portfolio, verification of Peer Mentor and Peer Director certification logs, containment protocol proficiency, group observation hours, and an exit reflection. Graduates are authorized to lead groups externally and prepare others for certification.

### *In the Church Context:*

These are your advanced leaders. Trainers of Trainers are responsible for developing your next wave of facilitators. They understand not just the content, but the implementation process. They run practice sessions, review logs, lead mock groups, and evaluate readiness.

### **Ideal candidates:**

- Graduated mentors or directors who feel called to teach
- Licensed recovery coaches or spiritual formation leaders
- Post-release program alumni who have walked the full system

### **This tier is especially important for:**

- Multisite churches
- Partnering ministries
- Reentry organizations working under your church covering

By training Trainers of Trainers, you multiply capacity without losing fidelity. These leaders become your certification team, your culture reinforcers, and your deployment strategy.

## **Tier Six: Program Leadership**

**Focus:** Oversight of implementation, certification infrastructure, and system-wide fidelity

**Method:** Use of the Program Leadership and Certification Manual to define role responsibilities, implement pacing structures, certify Peer Mentors and Directors, and guide Facilitators.

### *In the Church Context:*

This is you. The pastor, the ministry director, the person reading this guide. Program Leadership means understanding every tier, overseeing fidelity, maintaining documentation, supporting facilitators, and representing the system to your wider church body.

### **Your responsibilities include:**

- Reviewing intake and tracking forms
- Supervising group launch and pacing
- Supporting leaders during Red Flag escalations
- Hosting recognition and graduation events
- Ensuring all licensed materials are used correctly

You do not have to do the daily work. But you must be familiar with the architecture. You are the one who advocates for this system within your church. You are the one who holds the spiritual accountability for how healing ministry is delivered. And if licensing and expansion are part of your vision, you are the one who

communicates with BRIGHTPath and guides your church through the growth process.







## Tools of Transformation

### *Defining Every Element for Use*

Every system needs tools. Without tools, structure becomes abstract and difficult to apply. The success of the *Built from the Inside*™ system does not come from its branding or theory. It comes from the specific tools it teaches and the simplicity of how they are used. These tools build consistency. They help churches and participants alike engage the emotional and spiritual growth process without improvising or guessing.

This chapter defines every tool referenced in the official Program Manual. Each one is designed to ensure emotional safety, track participant growth, maintain fidelity to the model, and create space for transformation. In church contexts, these tools become even more powerful because they align with ministry rhythms like reflection, testimony, prayer, and discipleship.

Below is a full breakdown of each tool, what it is, how it works, and how your church should use it.

## Check-In

A three-point structure used to open each session, focused on self-awareness, body scan, and truth-telling.

The Check-In is the heartbeat of every session. It allows participants to pause and scan their emotional state before beginning any discussion. In church settings, Check-Ins provide spiritual leaders with insight into what participants are carrying that day. It replaces small talk with intentional grounding.

### **Check-In can be framed as:**

- A moment of stillness
- A time to acknowledge what the Holy Spirit is revealing emotionally
- An opportunity to name how you are arriving in the room

### **The structure typically follows three parts:**

1. What am I feeling physically?
2. What am I feeling emotionally?
3. What is one truth I can say about myself right now?

Facilitators or mentors should model their own Check-In first. This creates safety and demonstrates vulnerability. It is not about perfect answers. It is about honest awareness. Over time, you will see language shift. Participants move from vague responses like “I’m fine” to specific emotional and physical awareness like “I feel tight in my chest and uncertain about being here.”

You can add a scripture-based prompt or short prayer after Check-In to align the group spiritually. This tool should never be skipped.

## Reset

A mid-session pause used to de-escalate, ground, and re-regulate the group.

Sometimes in session, the energy shifts. Someone shares something intense. Emotions spike. People check out or get overwhelmed. The Reset is the tool that brings the room back to center.

This is not correction. It is not discipline. It is simply a shift back into safety.

### **A Reset can look like:**

- A two-minute breathing exercise
- A quiet break for water or reflection
- A prompt to write one word that describes your state
- Reading a brief scripture to re-anchor

Facilitators should use Resets intuitively. Watch the room. Feel the emotional tempo. If discussion gets chaotic or someone withdraws, you can call a Reset without needing permission. It reminds the group that healing is not linear and that safety matters more than speed.

Over time, you may empower Peer Mentors or even participants to request a Reset if needed. This shows maturity and emotional responsibility.

## Red Flag Protocol

A moment when a participant is emotionally unsafe, requiring pause or referral.

Red Flags are not discipline moments. They are alerts that someone is no longer emotionally grounded enough to engage in the group safely. In a church environment, this tool is essential for trauma-informed leadership.

### **Triggers for a Red Flag include:**

- A participant becomes visibly dysregulated
- A story activates emotional pain or retraumatization
- The group dynamic becomes unsafe or uncontrollable
- A participant discloses active harm or danger

### **When this occurs, the facilitator:**

1. Pauses the session
2. Acknowledges the shift with presence and calm
3. Offers space for the participant to reflect or step out
4. Notes the moment and follows up after session

The Red Flag does not mean removal from the program. It means pause. In some church settings, this may trigger a pastoral care referral or additional support. The goal is not to fix or counsel in that moment. It is to create enough containment that no further harm occurs.

Churches should train facilitators in how to use this protocol without shame or panic. It is a tool of safety, not control.

## Fire Covenant

Introduced in Book Ten. A written declaration of identity and commitment to future leadership.

The Fire Covenant is the capstone moment of the *Built from the Inside™* journey. It is not a contract. It is a personal, sacred declaration of who the participant is becoming. In many cases, this becomes a testimony, a calling statement, or a spoken word of authority over one's life.

### **It typically includes:**

- A written summary of the transformation experienced through the program
- A reflection on what loyalty, identity, and authorship now mean
- A commitment to steward this growth into leadership or mentorship

### **In church settings, Fire Covenants can be:**

- Shared during a group graduation or closing circle
- Presented as part of a testimony during a service
- Written as a personal letter to God or future self
- Included in a baptism or spiritual recommitment

Church leaders are encouraged to honor this moment. Create a special gathering or public milestone. Affirm what it means to finish a deep emotional and spiritual journey. Fire Covenants may also be revisited over time as a participant grows into new levels of leadership.

## Self-Reflection Scale

A one-to-ten scale used to track participant awareness and emotional growth over time.

This tool allows mentors and facilitators to document how participants are progressing without needing long essays or deep reports. The scale is simple but effective. Each number represents a level of self-awareness and ability to practice emotional authorship.

Sample prompts may include:

- On a scale of one to ten, how well did I name my emotions this week?
- How often did I respond instead of react?
- How aligned was my behavior with the person I am becoming?

Participants can fill this out monthly or at the end of each book. Over time, patterns emerge. You will see dips during difficult books. You will see spikes when someone experiences a breakthrough.

### **Churches can use this data to:**

- Celebrate growth
- Identify stuck points
- Adjust pacing
- Provide additional mentoring when needed

Facilitators should not use this scale as a performance measurement. It is about reflection, not ranking.

## Progress Check-In Forms

Weekly or biweekly forms that track engagement, key insights, and any concerns or breakthroughs.

These forms help facilitators document group dynamics. They include space for attendance, Check-In summaries, emotional patterns, and reflections on participant engagement. This is especially helpful for teams managing multiple groups or overseeing mentors.

**In a church setting, these forms can be simplified to:**

- One page summaries
- Digital logs for weekly submission
- Notes shared in team huddles or prayer meetings

Church leaders should treat these documents as confidential. They should be stored securely and only shared among certified leaders. Over time, these records provide powerful insight into the health of your healing ministry.

## Mentor Growth Logs

Forms used to track the development of Peer Mentors across sessions, including leadership behavior and application of tools.

These logs are used by Peer Directors or Facilitators to evaluate how mentors are growing. They are not punitive. They help leaders coach, guide, and celebrate the people who are stepping into service roles.

**Church applications include:**

- Quarterly mentor reviews
- One-on-one development meetings
- Recognition ceremonies for service

**A typical log might include observations such as:**

- Modeled vulnerability this week
- Supported mentee during Reset
- Navigated Red Flag moment with maturity
- Encouraged reflection without pressure

Mentor logs build trust. They also help churches grow future leaders from within.

## Debrief Circle Scripts

Scripts that help facilitators close a session with reflection and emotional containment.

Debrief Circles are not optional. They are the close of the emotional loop. After deep discussion or journaling, the group must come back to center. These scripts ensure no one leaves raw or emotionally scattered.

**A simple debrief might include:**

- What stood out to you today
- What are you carrying out of this room
- What is one thing you will reflect on before we meet again



You can also include a prayer, scripture, or song. The goal is emotional closure. Churches that skip this step often see participants disengage or carry tension into other areas of life.

## Book Evaluation Kits

Used to reflect on the content and transformation experienced during each book.

At the end of each book, participants complete a set of reflection questions. These are not tests. They are used to affirm growth and provide feedback to the leader. Some churches also use these to guide next steps. A person who finishes Book Three might decide to become a mentor. A person finishing Book Five may need a Red Flag review or pacing adjustment.

**These kits should be reviewed by:**

- Facilitators
- Peer Directors
- Ministry leads overseeing group health

They are often a launching pad for testimony development and Fire Covenant preparation.



## Ministry Models That Work

### *Three Ways to Launch in Your Church*

Every church has its own rhythm, personality, and capacity. Some are led by large staff teams. Others depend entirely on lay volunteers. Some operate multiple ministries every day of the week. Others meet twice a week in multiuse spaces. The beauty of *Built from the Inside*™ is that it can serve all of them.

This system does not require a full infrastructure to launch. You do not need to install new departments or run a year-long commitment to start changing lives. What you do need is clarity on the three proven models of implementation. This chapter will walk you through all three.

Each model honors the original system design and uses the curriculum with full fidelity. These models are already reflected in your Program Manual through flexible applications of the tiered system. Here, we will expand each with clear examples of how to use them in a ministry context.

Whether you are beginning with one person or planning to scale to a full church-wide initiative, this chapter will help you decide which model is right for your church and what you need to get started.

## Model One: Small Group Cohort Format

This is the most familiar structure for many churches. The Small Group Cohort Format uses a designated facilitator and a consistent group of participants who move through a selected number of books together.

### *Best for:*

- Churches with small group infrastructure already in place
- Ministries launching men's or women's healing groups
- Churches wanting a semester-based or seasonal model
- Staff teams looking for emotional and spiritual formation

### *How it works:*

The church selects a specific number of books for the cohort. Most often, this begins with Books One through Three. These provide a powerful foundation and set a rhythm for self-reflection, group honesty, and emotional authorship.

The cohort meets weekly for 60 to 90 minutes. Each session follows the defined flow:

1. Opening grounding and Check-In
2. Reading or reviewing the selected chapter
3. Group journaling or discussion prompt
4. Reflection and Debrief Circle
5. Optional spiritual integration through prayer or scripture

Each participant is responsible for completing the workbook between sessions. The facilitator creates a safe space to reflect,

share, and respond. This model is not dependent on theological expertise. The book does the teaching. The group offers support.

Facilitators should be trained using the BRIGHTPath certification track or through internal practice sessions with licensed leaders. This ensures emotional safety is protected throughout the process.

Cohorts may be organized by gender, age group, life stage, or open registration. Suggested group size is six to ten participants. Smaller groups may allow deeper sharing. Larger groups may require co-facilitators or breakout partners.

### **Timeline example:**

- Eight to ten weeks per set of books
- Weekly or biweekly meetings
- One book per month average pacing
- Seasonal start and stop dates aligned with church calendar

### **Benefits:**

- Creates emotional safety and transformation through shared rhythm
- Builds leadership capacity as participants graduate into mentors
- Scales easily to multiple groups or semesters
- Integrates into existing small group ministry format

### **Challenges:**

- Requires consistent facilitation
- May require dedicated space or materials for multiple weeks
- Demands administrative tracking and communication

This model is ideal for churches launching their first wave of implementation and looking for tangible, relational outcomes that strengthen community and individual healing.

## Model Two: One-on-One Mentorship Path

The mentorship path is the most flexible and intimate form of implementation. It uses the same workbooks but relies on personal relationships between participants and mentors to carry the growth process.

### *Best for:*

- Discipleship-based churches
- Reentry ministries
- Pastoral care departments
- Youth or recovery ministries with staff or volunteers available

### *How it works:*

The participant completes the book at their own pace. Weekly or biweekly meetings are set up between them and a designated mentor. The mentor does not teach or lead devotionals. They provide presence and accountability. Their role is to guide reflection, ask open questions, and hold emotional safety.

### **Each meeting typically includes:**

1. A Check-In from both the mentor and participant
2. Review of selected reflections or journal entries
3. Discussion around emotional tools used during the week
4. Preparation for the next section of the book
5. Optional closing prayer or commitment to next steps

Mentors must be trained in presence-based leadership and taught how to avoid spiritualizing trauma. They are not expected to provide answers. Their greatest skill is listening and encouraging growth from within.

Mentorship sessions can be done in person, by phone, or over video. This format supports flexible scheduling and accommodates participants who may be working, parenting, or unable to attend groups.

**Timeline example:**

- One session per week or every two weeks
- One book per month average pacing
- Can run year-round or by seasonal waves
- Participants may be referred through counseling, reentry, or other ministries

**Benefits:**

- Highly personal and adaptive
- Builds strong relational trust
- Supports deep transformation through consistency
- Creates a pipeline for leadership development

**Challenges:**

- Requires committed mentors with time and emotional maturity
- Harder to track collective data across mentees
- Slower scale unless paired with ongoing recruitment and training

This model is powerful for churches that already operate relational discipleship models. It is also ideal for men and women

transitioning out of incarceration, addiction, or trauma recovery who need trusted guides more than peer discussion.

### Model Three: Recovery and Reentry Integration

This model is designed specifically for churches operating transitional housing programs, reentry ministries, or working directly with vulnerable populations such as those returning from incarceration, addiction programs, or trauma-based residential services.

#### *Best for:*

- Churches with a designated recovery or reentry ministry
- Partnerships with transitional living centers or sober homes
- Ministries offering wraparound services or workforce development
- Chaplain-led outreach or community mental health faith initiatives

#### *How it works:*

Participants engage with the books as part of their transition plan. The church provides structured support in a group setting, individual mentorship, or both. Sessions can be held on-site, in transitional housing units, or within the church depending on partnerships and logistics.

The system's original tier structure works extremely well in this context. Participants begin at Tier One. Those showing progress can move into Peer Mentor and Peer Director roles within the program or in future leadership opportunities.

Programs often use a hybrid approach:



- Weekly group meetings for shared discussion and Check-In
- Personal journaling and workbook completion during the week
- Individual mentoring or case support for higher accountability
- Use of Self-Reflection Scales, Fire Covenant, and Progress Check-Ins

This model uses all tools defined in the Program Manual. Leaders must be trained in trauma-informed facilitation, escalation protocols, and documentation. Facilitators should submit regular progress summaries and may report growth outcomes to donors, program partners, or reentry organizations.

**Timeline example:**

- Twelve-week rotation or rolling enrollment
- Integration with job readiness, housing, or court requirements
- One book per month pacing or condensed eight-week models
- Year-round availability with intake points every 30 days

**Benefits:**

- Provides structure and emotional healing for at-risk individuals
- Aligns with parole, court, or program requirements for personal development
- Creates leadership pathways inside transitional ministries

- Measurable outcomes for grant and funding partners

### **Challenges:**

- Requires administrative oversight and trained facilitators
- Emotional safety must be managed closely
- Licensing agreements must be maintained for fidelity and access

This model is ideal for churches committed to outreach and holistic care. It integrates seamlessly with recovery ministries and aligns with trauma-informed missions in the community.

### Choosing the Right Model for Your Church

There is no single right answer. Your church can start small and expand. You can run multiple models in parallel. What matters is understanding your current capacity and selecting the model that creates the most consistent success for your people.

### **Key considerations:**

- Do you already run small groups? Start with a cohort model.
- Do you have strong mentorship culture? Begin with one-on-one support.
- Do you have a recovery or reentry partnership? Launch the integration model.

You can move between formats as your ministry evolves. Many churches begin with mentorship, build into cohorts, and eventually develop certified facilitators and full program directors. Others start with cohorts and allow organic mentor development to follow.

The only requirement is that you maintain fidelity to the tools and structure provided by the Program Manual. Do not skip steps. Do not revise the process to make it easier or more entertaining. The safety and impact of this system comes from its precision.

## Launching with Clarity and Presence

When you are ready to launch, remember that transformation does not come from charisma. It comes from presence. People do not need a dynamic speaker or flawless theologian. They need leaders who are emotionally grounded, spiritually clear, and structurally supported.

Start with a vision. Train your facilitators or mentors. Choose the model that fits your current reality. Trust the books to do their work. Track the growth. Celebrate every shift.

And remember, this system was built to function in correctional facilities with limited freedom, low literacy, and high trauma. If it can succeed there, it will absolutely succeed in your church if implemented correctly.



## Leading the Work

### *Training and Certifying Your Team*

Healing begins with presence. Transformation is sustained by leadership. The *Built from the Inside*™ system was never meant to be dependent on one pastor or one program director. It was designed to multiply. Its structure intentionally allows individuals to grow into roles of service, leadership, and facilitation. The result is a ministry model that does not rely on personality or charisma. It relies on process, safety, and development.

This chapter breaks down what it means to train and certify a leadership team within your church. You will learn what each role requires, how to build your internal pipeline, and how certification works in alignment with BRIGHTPath™ standards.

No matter how large or small your ministry is, you can begin developing leaders from within. Whether you start with a few trained mentors or plan to build a full facilitator team, this chapter provides the structure you need to do it correctly.

## Leadership Begins with Structure, Not Spotlight

Before we look at specific certification levels, it is important to understand the leadership culture behind this system. *Built from the Inside™* teaches emotional authorship. Leaders in this model are not expected to perform or fix. They are expected to hold space, follow structure, and model their own process.

That means the most effective leaders are often not the loudest. They are not the ones who dominate conversation or share the most stories. They are the ones who demonstrate presence. They ask reflective questions. They admit when they are unsure. They model vulnerability with boundaries. They follow session structure with clarity and respect for emotional safety.

Leadership in this system is about being dependable, not being dynamic.

This may feel counterintuitive in church culture. Many churches celebrate giftedness. They elevate teachers, singers, and speakers. This system elevates consistency. The most qualified leaders are those who understand the tools, respect the pacing, and never make it about themselves.

Your job as a program leader is to find people with emotional maturity and teachability. Then provide them the pathway to grow into the roles this system defines. These roles include Peer Mentor, Peer Director, Facilitator, and Program Leadership.

## What Training Is Required to Lead a Group

Leading a group in the *Built from the Inside™* system is not the same as leading a Bible study. While scripture and prayer may be used to support sessions, the content and rhythm are designed around emotional authorship and trauma-informed structure.

Facilitators are responsible for maintaining this structure without altering the materials or methods.

**Training requirements for facilitators include:**

- Completion of at least one book as a participant
- Understanding of trauma-informed practices
- Familiarity with Check-In, Reset, and Red Flag protocols
- Ability to complete and submit documentation tools
- Passing a written certification exam administered by BRIGHTPath™

This training can be done in person, online, or through live mentorship. It includes scenario practice, mock facilitation, and review of all session tools. Church leaders are encouraged to pair new facilitators with experienced ones until confidence and competence are established.

Facilitators are not expected to have counseling degrees. They are not responsible for diagnosing participants or offering solutions. They are trained to guide the session flow, model emotional presence, and maintain fidelity to the workbook content.

*“Facilitators and mentors carry emotional weight. Build in quarterly debriefs, support huddles, and leadership check-ins to prevent burnout and reinforce spiritual health.”*

**Once trained, facilitators are certified to:**

- Lead small groups using the official curriculum
- Administer Self-Reflection Scales and Progress Check-Ins
- Monitor group dynamics and apply the Red Flag protocol
- Submit reports and outcome data
- Represent your church as a certified partner under BRIGHTPath™

This certification also qualifies them to purchase facilitator kits, access the BRIGHTPath online portal, and join the national directory of active certified providers.

## Developing Peer Mentors in the Church

Peer Mentors are participants who have completed one or more books and are ready to support others through the journey. They are not expected to lead sessions or teach content. Their role is to model growth, guide emotional tools like Check-In, and offer reflection support during mentorship meetings or within small groups.

### **The certification path for Peer Mentors includes:**

- Completion of the ten-book *Built from the Inside*™ series
- Demonstration of journaling engagement
- A written personal reflection essay
- Participation in group coaching or mentoring support
- Review and approval by a Peer Director or Facilitator

### **In your church, Peer Mentors may serve as:**

- Support partners for new participants
- Discussion helpers in group settings
- Prayer partners during or after sessions
- Personal mentors in a one-on-one implementation model

You can also develop a Peer Mentor circle that meets once per month for continued growth and reflection. These gatherings help reinforce the values of presence, process, and personal



leadership. They also help you identify who may be ready to move toward Peer Director certification.

Peer Mentors are the lifeblood of culture. They are proof that the system works. They become the faces of your ministry's healing effort. As they grow, they naturally draw others into the process.

## Preparing Peer Directors for Oversight

Peer Directors are responsible for mentoring the mentors. They oversee group fidelity, mentor development, and culture tone. They manage Red Flag escalations, lead weekly mentor huddles, and complete documentation related to session safety and participant progress.

**In churches, this role may be filled by:**

- Ministry leaders
- Pastoral care coordinators
- Advanced lay leaders with program experience
- Reentry or recovery alumni who have completed all certification steps

**Certification requirements for Peer Directors include:**

- Completion of the Peer Director Oversight Toolkit and Handbook
- At least one full cycle as an active Peer Mentor
- Successful facilitation of Check-Ins and Resets across multiple sessions
- Observation and evaluation of mentor-led sessions
- A passing score on the Peer Director Certification Exam

The exam includes multiple choice questions, scenario evaluation, and a written reflection essay. It is administered through BRIGHTPath or an approved church Program Leadership team.

Peer Directors are essential for growing your ministry team. They allow the church to expand safely without burning out a single facilitator. They train, supervise, and support the mentors while holding the emotional tone of your healing environments.

## Certifying Your Facilitators

Facilitators are certified leaders who have completed the full BFI Facilitator Training Track. They are responsible for leading sessions, managing group safety, ensuring documentation is submitted, and protecting the fidelity of the program. Their certification includes all tools and protocols.

### **Facilitators must complete:**

- The BFI Facilitator Training Modules
- A scenario-based containment practice session
- Review of session flow templates and participant tracking tools
- A written exam consisting of forty multiple choice questions, a short essay, and an implementation checklist

### **Once certified, facilitators receive:**

- Official print and digital credentials
- A listing in the national BRIGHTPath provider directory
- Access to facilitator kits, templates, and updates
- Eligibility to run licensed sessions inside your church

Facilitators can also supervise Peer Directors, train new mentors, and manage the rhythm of groups throughout the year. In larger churches, each ministry area may have its own facilitator. In smaller churches, one or two leaders may rotate depending on session schedules.

Facilitator certification ensures that everyone involved in session delivery is equipped, aligned, and capable of providing a safe, consistent experience for every participant.

## Becoming Program Leadership

Program Leadership is the top certification level. It is not about teaching sessions. It is about overseeing the full implementation of the system. This includes launching new sites, managing certification records, ensuring compliance with the BRIGHTPath system, and developing long-term sustainability strategies for your ministry.

In a church, Program Leadership may be:

- The senior pastor
- A designated associate pastor or director
- A staff or board member responsible for discipleship or outreach
- A certified facilitator who has progressed into strategic leadership

Program Leaders must demonstrate:

- Full understanding of the tier structure
- Oversight of certification documentation
- Supervision of at least one facilitator or Peer Director team

- Completion of the Program Leadership implementation checklist
- Ability to lead fidelity audits and group launch reviews

Program Leadership status allows your church to:

- License the full Built from the Inside™ system
- Certify new facilitators under BRIGHTPath standards
- Submit outcome data for impact reporting and grant alignment
- Represent the system at local and regional events

This level is ideal for churches seeking to integrate the program into multiple ministry areas or partner with outside organizations for reentry or community impact.

## Developing a Training Calendar

Your church does not need to certify all levels immediately. Start with what you have. If you have one leader ready to train as a facilitator, begin there. If you have three committed Peer Mentors, start coaching them through the handbook.

A suggested development timeline:

- Month One: Internal meeting with church leadership to clarify goals
- Month Two: Select one or two facilitators and begin certification process
- Month Three: Identify Peer Mentor candidates and start growth logs

- Month Four: Begin running small group or one-on-one sessions
- Month Five: Review first group outcomes and prepare next training wave
- Month Six: Certify a Peer Director or additional facilitators as needed

You can adjust this based on capacity, ministry season, and participant readiness. What matters is that each level is trained in full alignment with the Program Manual. Do not skip tools. Do not shortcut sessions. The system works because it honors process.

### **Certifying for Impact, Not Titles**

In many church environments, titles can become obstacles. Do not allow certification to become a status symbol. Instead, treat it as stewardship. Certification in this system means a person has demonstrated safety, consistency, and clarity in walking others through emotional and spiritual development.

Celebrate certification, but do not idolize it. Graduations, certificates, and recognition should reflect transformation and readiness, not hierarchy. Your most important leaders will be those who lead from humility, not authority.

Create opportunities to recognize growth at every level. Share testimonies. Highlight leadership development. Let your congregation see that healing is not a one-time moment but a continuous path of service and maturity.



## Trauma Safety Meets Spiritual Grounding

The church has always been a place of healing. People walk into sanctuaries every week hoping to lay down their burdens, find peace in worship, and hear a word that speaks to their heart. But what happens when the burden they carry is not just spiritual, but psychological and emotional? What happens when the very act of sharing triggers memories, defense mechanisms, and internal collapse?

If your church is going to implement the *Built from the Inside*™ system with integrity, you must understand how trauma safety and spiritual grounding work together. They are not competing forces. They are complementary pillars that support deep, sustained transformation.

This chapter equips your team to hold emotional space, respond to trauma responsibly, and avoid common missteps that well-meaning churches often make. It also clarifies how to apply the Red Flag Protocol, ground your sessions in faith, and recognize the line between spiritual care and clinical boundaries.

## Why Trauma Awareness Matters in Ministry

Many people entering church programs, especially those referred through reentry or recovery, are not just spiritually lost. They are carrying histories of complex trauma. Abuse. Neglect. Incarceration. Betrayal. Systemic harm. These experiences shape the way they trust, speak, respond, and engage in healing.

Traditional church responses to this have often relied on spiritual encouragement alone. Leaders quote scripture, encourage prayer, or call for surrender. While well-intentioned, this can lead to spiritual bypassing, where emotional wounds are ignored or minimized in favor of theological resolution.

But emotional trauma does not respond to logic. It does not resolve because someone is told to “let it go” or “just have faith.” Healing trauma requires presence, structure, and safety. That is why *Built from the Inside*™ is structured the way it is. Every tool, every pacing decision, every reflection is designed to support emotional restoration as part of spiritual growth, not in place of it.

Churches that fail to recognize trauma often unintentionally retraumatize their people. The result is dropouts, emotional shutdowns, or even harm. Churches that integrate trauma-informed ministry practices, however, become places of true transformation. The difference is not theology. It is safety.

## The Role of Emotional Containment

Emotional containment is one of the most important leadership skills in this system. It means holding the emotional atmosphere of a session so that people feel safe enough to reflect honestly without fear of judgment or escalation.



This does not mean controlling emotions. It means creating a space where emotions can exist without overwhelming the group or the facilitator.

**In practice, containment looks like:**

- Listening without interrupting
- Allowing silence to hold the room after a difficult share
- Not rushing to fix or spiritualize someone's pain
- Redirecting conversations that become unsafe or off track
- Using Reset when needed to recalibrate energy

In spiritual terms, containment honors the sacredness of vulnerability. It means treating someone's honesty as holy ground. When someone shares a story they have never voiced aloud, the response should not be advice. It should be reverence.

Facilitators must remain emotionally present. This means not reacting defensively, emotionally collapsing, or over-identifying with a participant's pain. Your steadiness helps others feel safe enough to stay.

Containment also means holding structure. Every session follows a rhythm for a reason. It helps people know what to expect. Predictability reduces anxiety. It signals that this space has boundaries, and boundaries create trust.

## **Understanding the Red Flag Protocol**

The Red Flag Protocol is not a disciplinary system. It is a safety response tool. It exists to protect participants and group integrity when emotional escalation threatens the ability to continue safely.

**According to the Program Manual, a Red Flag is used when:**

- A participant becomes overwhelmed or emotionally dysregulated
- A session triggers retraumatization
- A group dynamic becomes unsafe or unmanageable
- Someone discloses harm to self or others

In church use, Red Flags are especially important because many leaders are not clinically trained. You may not always know what to say when someone breaks down. You may feel unsure about how to respond when a disclosure comes up. The Red Flag Protocol gives you a structured, nonjudgmental way to pause, regroup, and follow up appropriately.

**How to apply a Red Flag:**

1. Acknowledge the shift with presence. Do not ignore it.
2. Pause the group. Say, “Let’s take a moment here.”
3. Allow the participant to reflect privately or step away.
4. Do not press for explanation. Affirm their right to protect themselves.
5. Resume the session only if safety is restored.
6. Follow up with the participant afterward.
7. Complete a Red Flag documentation form for internal tracking.

## **Examples of appropriate Red Flag situations in church:**

- A participant begins crying uncontrollably and cannot continue
- Someone yells or becomes verbally reactive during group discussion
- A disclosure is made involving active abuse or suicidal ideation
- A session topic clearly retraumatizes an individual who dissociates or shuts down

When in doubt, use the protocol. It is better to overuse than underuse. Safety is always the priority.

## **What Not to Do in Emotionally Charged Moments**

Well-meaning church leaders sometimes respond in ways that unintentionally invalidate someone's experience. Below are common mistakes and what to do instead.

### **Do not correct someone's theology in the middle of a share.**

Instead, allow them to process emotionally. Theology can be revisited later in a different context.

### **Do not say "You just need to pray more" or "You need to forgive right now."**

Instead, ask, "What do you feel God is showing you about this right now?"

### **Do not try to force participation.**

Instead, normalize passing. Let people reflect privately if they are not ready to speak.

**Do not overshare your own trauma story in response.**

Instead, stay focused on holding their experience without redirecting the spotlight.

**Do not continue the session without pausing if someone is clearly triggered.**

Instead, call a Reset or initiate the Red Flag Protocol.

## How to Ground Your Sessions Spiritually Without Overriding Emotion

Some facilitators worry that being trauma-informed means avoiding faith. That is not the case. In fact, spiritual grounding is one of the core strengths of church-based implementation. It simply must be done in a way that honors emotional integrity.

Here is how to do it well:

- Begin each session with a brief prayer focused on presence and openness
- Invite scripture as a reflection point, not a prescription
- Allow participants to share what the Holy Spirit is showing them, rather than telling them what to feel
- End sessions with a centering question such as “What do you feel God is growing in you through this process?”

Avoid spiritual language that minimizes emotion. Phrases like “just trust God” or “you need to be stronger” can cause shame.

Instead, integrate language that supports both truth and grace.

## Examples:

- “God meets us in our honesty.”
- “It is okay to not have the answer today. That is why we keep showing up.”
- “Your story is still unfolding. You are not behind.”

Remember, emotional authorship does not compete with faith. It clears the emotional clutter that often prevents people from fully receiving spiritual truth.

## Knowing When to Refer or Escalate

As much as churches want to carry people through the full healing process, some situations require outside help. Facilitators are not therapists. They are guides, not clinical professionals. It is essential to know when to escalate a situation.

Situations that require pastoral or clinical escalation:

- Repeated Red Flag moments that cannot be stabilized
- Disclosures of current abuse or neglect
- Threats of self-harm or harm to others
- Signs of psychosis, dissociation, or significant instability
- Participants who become disruptive to group safety despite intervention

In these moments, follow your church’s pastoral care and mandated reporting policies. Do not delay. Your role is to protect both the participant and the group. Create a list of local referrals and partner clinicians to provide next-step support when needed.

Also consider building relationships with Christian counseling centers or trauma-informed practitioners in your area who can support your participants if deeper work is required.

## Creating a Culture of Safety

Trauma-informed ministry does not begin and end with group sessions. It becomes a culture. Participants should know from the moment they walk in that this is a place where emotions are not punished, vulnerability is not rushed, and growth is not forced.

How to cultivate that culture:

- Set clear group agreements at the start of each cohort or mentorship path
- Use language that normalizes reflection, change, and imperfection
- Celebrate growth milestones without comparison or performance
- Train all leaders in Red Flag, Reset, and containment tools
- Model emotional authorship from the pulpit and in leadership

The church should be the safest place in the world to be unfinished. When that safety is present, people take emotional risks they never could before. They share what has been hidden. They confront what has been denied. They name what was once buried. And from that place, healing begins.







## Licensing, Kits, and Support

### *What You Get and How It Works*

You cannot build something sustainable without a blueprint and access to the right materials. In church settings, many programs start with enthusiasm but fall apart due to lack of structure, unclear ownership, or absence of follow-up. *Built from the Inside™* was designed differently.

This chapter explains how the licensing process works, what is included in your kit, and what levels of support your church receives. You will also see what each licensing model allows, how to remain in alignment with BRIGHTPath™ standards, and how to scale responsibly as your ministry grows.

This is not a pay-to-use workbook. This is a full transformation system. Licensing is required not only to protect the intellectual property but to ensure that emotional safety and fidelity are maintained. This chapter clarifies everything your church needs to know to implement this program with confidence and long-term support.

## Why Licensing Matters

Licensing is not just a legal formality. It is a commitment to fidelity, safety, and sustainability. Without licensing, churches risk misapplying tools, altering core content, or drifting from the structure that creates transformation.

In the *Built from the Inside*™ system, licensing serves four purposes:

1. It provides access to certified training, templates, and facilitator resources.
2. It protects the emotional integrity of the program for every participant.
3. It ensures your church is equipped to report progress and evaluate outcomes.
4. It connects your ministry to a broader national support network through BRIGHTPath™ Academy.

Think of licensing as a covenant between your church and the system. It allows you to operate with clarity and permission, without reinventing or compromising the structure.

## What Licensing Includes

All church-based licenses come with the following core components:

- Digital access to all facilitator templates and implementation documents
- Progress tracking forms and Red Flag documentation tools
- One or more staff or volunteer training slots based on your license level

- Print or digital copies of facilitator and mentor guides
- Monthly and quarterly review tools
- Access to live support sessions and national training calls
- Listing in the BRIGHTPath certified provider network
- Discounts on books, kits, and expansion bundles
- Technical support for onboarding and group launch planning

Churches are encouraged to begin with a size-appropriate license and grow into larger tiers as needed. You are not expected to operate at full scale immediately. You are expected to operate with clarity and fidelity from the beginning.

## Licensing Models Available

Licensing options are tailored to three primary church formats. Each is described below using exact information from the Program Manual with expanded clarification for ministry leaders.

### 1. Institution-Based Licensing

This model is designed for correctional facilities, reentry programs, and larger institutions. Some churches with multi-campus ministries or formal recovery programs may qualify under this structure.

Includes:

- Unlimited access for on-site facilitators
- Digital curriculum kits

- One annual staff training per site
- Monthly reporting tools and fidelity reviews

This model is best for churches running 24-7 recovery centers or reentry ministries where the church operates as the institutional provider.

## 2. Community Program Licensing (Church, Nonprofit, or School)

This is the most common model for churches. It allows you to run programs inside your church, integrate with your ministries, and train a limited number of leaders.

Includes:

- Up to three trained facilitators per license
- Access for up to thirty participants per year
- Facilitator portal and evaluation dashboard
- Annual program review with certification updates
- Access to new curriculum updates and visual tool expansions

This model is ideal for churches launching small group cohorts, mentorship programs, or youth transformation tracks.

Your church remains in full control of session pacing, group structure, and scheduling. Licensing ensures you are equipped to train leaders, track growth, and adjust as you expand. You are not locked into a specific format. You have the freedom to build within the system.

### 3. Certified Individual Facilitator Licensing

This model is for individuals who have completed certification and want to facilitate sessions in their church or through independent contracts.

**Includes:**

- One certified facilitator license
- Full curriculum set in digital and print formats
- Access to session planning tools and reporting forms
- Optional income-generating group facilitation
- Quarterly reporting requirements for independent facilitators

In some churches, this model is used when a staff member completes certification, but the church is not yet ready for full program licensing. It allows the individual to begin sessions and build interest with integrity.

All licensed facilitators are listed in the BRIGHTPath provider directory and may be invited to lead programs in other organizations.

### Add-On Options and Bundles

Churches may also access the following add-on tools:

- Mentor Training Kit (includes growth logs, evaluation rubrics, training outlines)
- Reentry Program Bundle (tailored documents for recovery and justice partnerships)

- Fire Covenant Launch Package (ceremony templates, capstone guidance, and certificates)
- Youth Group Adaptation Kit (modified session prompts and visual tools for teens)

Each of these options expands your capacity to serve your specific congregation and ministry goals. Licensing gives you permission to use these tools. Add-ons give you support to personalize them without compromising fidelity.

## Licensing Tiers and Scaling

Your license grows as your ministry grows. If you begin with one small group and later expand to multiple cohorts or campuses, your license can be upgraded at any time.\

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### Licensing Tiers (Church/Community-Based Program):

- **Tier 1: \$499/year**  
Up to 2 Facilitators – 1 Group (up to 25 participants)  
Digital access + support + 1 live training slot
- **Tier 2: \$999/year**  
Up to 3 Facilitators – 2 Groups (up to 50 participants)  
Expanded access + dashboard tools + 2 training slots
- **Tier 3: \$1,499/year**  
Up to 5 Facilitators – 3+ Groups (up to 100 participants)  
Full expansion access + branded partnership + 3 training slots

- **Tier 4: \$1,999/year**

Unlimited Facilitators – Multi-Campus Use

Strategic support + custom onboarding + 5 training slots

Legacy partners and pilot churches may retain early pricing tiers for up to three years. Veteran and nonprofit discounts are available by request. Scholarships may also be offered for churches serving underserved communities or populations affected by trauma and incarceration.

## Training and Certification Access

Once licensed, your team will receive access to all training tools and certification materials.

### Training can be done:

- Live through BRIGHTPath training calls
- On-demand through facilitator modules
- In person through regional training partners

### Certification includes:

- Multiple choice exam
- Scenario-based responses
- Session observation or mock facilitation
- Post-book reflection review

Support is available through the BRIGHTPath Academy team, as well as peer learning cohorts and office hours. Your church is never alone in this work.

## Annual Reviews and Support Calls

Licensing is not a one-time transaction. Your church will be guided through annual reviews to evaluate progress, submit impact data, and renew facilitator access as needed.

### **Annual review includes:**

- Total number of participants served
- Number of certified mentors or facilitators
- Participant growth tracking through Self-Reflection Scales
- Red Flag usage review and safety documentation
- Capstone completion data through Fire Covenants

### **Quarterly support calls provide:**

- New implementation ideas
- Access to updated templates or session structures
- Shared learning from other churches and facilitators

You will also be invited to annual facilitator roundtables for collaboration, innovation, and ministry celebration.

## What Churches Can Do With a License

### **Once licensed and certified, your church may:**

- Run small group and mentorship sessions
- Distribute workbooks internally
- Train mentors and peer leaders
- Collect and report growth outcomes
- Partner with outside organizations using approved tools



- Customize participant pacing without altering content
- Receive BRIGHTPath endorsements and referrals

**You may not:**

- Sell books or curriculum to outside organizations
- Modify or rewrite system tools without written approval
- Train outside facilitators without BRIGHTPath oversight
- Launch affiliated sites without notifying the leadership team

This protects the integrity of the system while giving your church full freedom to build, grow, and serve with confidence.

## **A Partnership That Equips, Not Controls**

BRIGHTPath does not want to manage your church. The goal is not to micromanage ministry. The goal is to support your mission with a system that works. Licensing ensures you get the tools you need, the training your leaders deserve, and the recognition your church earns by doing the work well.

**You maintain autonomy over:**

- Who you serve
- How often you meet
- Who facilitates each session
- What spiritual integration methods you include

**You gain access to:**

- Proven trauma-informed structures
- Deep support from people who have done this work in prisons and churches alike
- National network recognition
- Tools to measure and share your impact





## What Success Looks Like

### *Real Outcomes from Early Use*

Churches do not need more ideas. They need solutions that work. Real lives are hanging in the balanced lives marked by trauma, incarceration, addiction, shame, or emotional isolation. The *Built from the Inside*™ system was not created in a classroom. It was born through fieldwork, forged in collaboration with pastors, correctional professionals, mentors, and men who lived the cycle and wanted out.

This chapter lays out the proof: what early adopters are already seeing, what participants are saying, and how you can measure and replicate that success in your church.

This is not theory. This is real impact.

### Why Outcomes Matter in Ministry

Too often, churches rely on attendance or emotion to define success. “It felt powerful,” or “people are coming.” While those are important indicators of spiritual vitality, trauma-informed systems require measurable progress. Why? Because transformation must move beyond feeling into function.

The *Built from the Inside*™ system defines success as visible shifts in identity, authorship, and emotional resilience. These outcomes are not accidental. They are built into the design.

You will see lives change. But you will also be able to prove it.

## Participant Feedback from Initial Pilots

The internal pilot phase of *Built from the Inside*™ launched with a small cohort of five men, each with a history of incarceration, trauma, or repeated system involvement. These were not passive participants. They represented exactly the type of people this program is designed for: intelligent, experienced, emotionally guarded, and deeply ready for something real.

### Here is what they reported after just one book:

- **Increased Self-Awareness:** Every participant identified emotional patterns they had previously ignored or misinterpreted. One said, “I always thought I was angry at other people. This showed me I was afraid.”
- **Greater Reflection Before Reacting:** Four out of five reported using the 5-Second Power Pause in real-life situations, including family conflict and heated conversations. One man said, “I was about to go off on my brother. But I heard the lesson in my head and I waited. That changed the whole night.”
- **Desire to Mentor Others:** All five expressed a strong pull to guide younger men. They viewed the system not just as personal healing, but as a vehicle to break generational cycles. “If I had this inside,” one said, “I wouldn’t have come back out the same man.”

- **Faith Integration:** Although the program is trauma-informed first, the participants regularly made their own spiritual connections. “I started praying different,” one reported. “Not just asking God to fix stuff but asking Him to help me see my patterns.”
- **Trust in Structure:** None of the participants dropped out. All five completed every exercise. They cited the structure, not the content, as the thing that kept them engaged. “I didn’t have to guess what to do,” one said. “It walked me through step by step.”

### What Churches Observed in Pilot Environments

Church leaders and mentors who participated in the pilot phase also noticed significant change; not only in participants, but in themselves. Here are key observations:

- **Faster Breakthroughs:** “We’ve done Bible studies for years,” one leader noted, “but I’ve never seen guys open up this fast.”
- **Emotional Safety:** Leaders appreciated the Red Flag and Reset tools. “Before, I didn’t know how to stop something that was going off track without making it worse,” a pastor reported. “Now I do.”
- **Volunteer Confidence:** Mentors felt equipped, not overwhelmed. One said, “I didn’t need to have all the answers. I just needed to follow the book.”
- **Retention:** 100 percent of participants stayed through the pilot phase. Zero disciplinary issues. Zero safety incidents.

These outcomes are early, but they are consistent with what the system was designed to produce: honest reflection, behavioral pause, leadership capacity, and relational growth.

## The Built from the Inside™ Self-Reflection Scale

Churches need to do more than say “it’s working.” They need a way to **track** what’s working. That is why the Self-Reflection Scale was created.

**This tool allows participants to rate themselves at three intervals:**

1. Before starting the system
2. Midpoint in the program
3. Upon completing a core series

**Reflection areas include:**

- Emotional authorship (do they name and own their feelings?)
- Pattern awareness (can they identify recurring self-sabotage?)
- Response time (are they reacting or choosing?)
- Leadership growth (are they guiding others with stability?)
- Boundary setting (do they say no when needed without collapse?)

Church facilitators can also complete a parallel observation tool, comparing growth from an outside lens. These paired evaluations give ministries real data to show progress, adjust pacing, and communicate impact to stakeholders.



## Fire Covenant Completions

The Fire Covenant is the ceremonial close to a core book or full system cycle. It is not a graduation. It is a declaration. It states, in the participant's own words, who they are becoming and what they now steward.

In pilot groups, Fire Covenant completions were deeply moving. Participants wrote letters to their former selves. They read statements aloud about what they were leaving behind. One cried as he read, "I no longer protect the lie that I am unworthy."

### **Fire Covenants can be held:**

- At the close of a mentorship cohort
- During a Sunday service testimony moment
- At the end of a reentry group or youth program
- Privately between a mentor and mentee

Completions are tracked within your church's BRIGHTPath portal and contribute to national progress benchmarks.

## Success in Different Church Models

This system works whether your church is a storefront congregation or a multi-campus ministry. Here is how churches of different sizes have succeeded:

### **Small Churches:**

- Launched with just five participants and one mentor
- Used Sunday school hour for group time
- Reported strong relational bonding and improved conflict resolution

### Mid-Size Churches:

- Created a men's ministry track using the first three books
- Integrated Fire Covenant declarations into testimony night
- Trained three facilitators and rotated leadership

### Large Churches:

- Partnered with local reentry programs
- Ran simultaneous groups for men, women, and youth
- Built a mentoring pipeline using the full certification path

The system adapts because it was built to flex, not dilute. Whether you start with five people or fifty, you can measure and replicate outcomes.

### Outcomes That Align with Ministry Goals

Churches implementing this system have already seen progress in areas that align with core ministry objectives:

- **Discipleship Growth:** Participants not only learned spiritual truth, they embodied it through emotional maturity.
- **Volunteer Activation:** Leaders who once felt unsure about mentorship found confidence and support in clear tools.
- **Family Reconnection:** Some participants used what they learned to reconnect with children, spouses, or siblings.
- **Reduced Recidivism:** While long-term data is still being collected, initial participants expressed stronger resolve to avoid triggers and cycles that led them back into harmful environments.

- **Expanded Influence:** Churches using this system have been approached by community organizations, corrections programs, and other ministries asking to learn more.

These are not side effects. They are the result of a program designed with both emotional honesty and spiritual grounding at its core.

## How to Track and Communicate Success in Your Church

You will receive reporting templates with your license. These make it easy to show how the program is working.

### You can track:

- Number of participants enrolled and completed
- Red Flag usage and resolution
- Mentor development and certification progress
- Reflection scale outcomes
- Fire Covenant statements and celebrations

This information can be shared with your board, potential funders, recovery partners, or even your congregation. It turns testimony into trust. It proves that your church is not just hoping people grow, you are stewarding that growth with intention.

## What Success Will Look Like in Your Congregation

Every church will see outcomes differently. Here is what success might look like in yours:

- A teenager who once shut down now leads a youth devotion using identity code principles

- A father recently released from prison stands with his son and shares how he learned to pause before reacting
- A women's group learns how to name emotions with truth instead of shame
- A young man stuck in cycles of violence declares that he is "not loyal to chaos anymore"
- A pastor receives letters from participants saying, "This changed how I see myself forever"

These are not just feel-good moments. They are markers of transformation. They are what happens when churches implement a system that meets people where they are and walks them into who they were always meant to become.





## Next Steps

### *Bringing This to Your Church Now*

There is a moment in every ministry where what we know must become what we do. Not because we are fully ready. Not because we have every piece in place. But because the cost of waiting is too high.

You are reading this book because you see it too, something in the people you serve needs more. More than sermons. More than programs that fade after the signup sheet is filled. They need structure, safety, mentorship, and transformation they can measure in their own lives. *Built from the Inside™* gives your church that structure. This chapter will walk you through exactly what to do next.

Whether you're a lead pastor, outreach coordinator, small group leader, or someone who simply cares enough to carry this vision, this system was made to walk with you.

Select your licensing tier and submit your agreement. Remember: all licenses include access to monthly coaching, group tracking tools, and implementation guidance. Sponsorships are available where needed.

## The Three-Phase Implementation Path

Churches come in different shapes and sizes, but the path to implementation is clear and consistent. It follows three natural phases:

### 1. Seed and Align

This is where vision becomes tangible. You share the idea. You invite buy-in. You name the problem you want to solve.

#### *Key Actions:*

- Share this book with your leadership team
- Identify one person to be your Program Steward
- Host a vision-casting meeting for key stakeholders (pastors, elders, volunteers)
- Clarify what population you want to serve (men, women, youth, justice-involved, recovery, etc.)
- Choose your license level based on anticipated reach

This phase does not require a full team. It requires one aligned person willing to hold the vision and help bring others alongside. The Program Steward role will grow into a facilitation or coordination role depending on your launch model.

### 2. Train and Prepare

This is where structure meets strategy. You begin certification and prepare your first cohort.

#### *Key Actions:*

- Complete facilitator training through BRIGHTPath Academy



- Choose one of three launch formats (individual mentoring, small group, or ministry-wide cohort)
- Order your initial kit and session materials
- Schedule your first 6-week window for launch
- Confirm internal supports (space, materials, schedule, tech if needed)

**During this phase, your steward will receive access to:**

- Lesson plans
- Red Flag protocols
- Mentor growth tools
- Reporting templates
- Certification tracking

If your church is larger or operates multiple ministries, this phase may also include onboarding additional team members to co-facilitate or run parallel tracks.

### **3. Launch and Adapt**

This is where real lives begin to shift. You start with the people who are ready. You measure what matters. You adapt the flow without changing the core.

*Key Actions:*

- Launch your first cohort
- Use the Check-In to open each session
- Observe safety protocols
- Track attendance and Self-Reflection Scale responses

- Encourage mentor journaling
- Collect feedback and testimonies throughout

Your first 6–12 weeks will give you the clearest insight into what rhythm your church can sustain. Do not try to copy another ministry's timeline. Your people will shape the flow. The structure will hold the transformation.

### Who Should Be on Your Launch Team

You do not need a team of licensed counselors. You need:

- One visionary steward
- One trained facilitator (can be same person)
- One spiritual covering (pastor, elder, or trusted leader)
- Two to five initial participants or mentors ready to go

That is all it takes to begin. Churches that launch small often build stronger roots. Growth comes through testimony, not recruitment.

In time, you may add:

- Peer mentors
- Youth leaders
- Women's or men's ministry liaisons
- Community partners or program directors
- Communications or outreach support

But in the beginning, the smaller the team, the greater the clarity.

## Onboarding Checklist for New Churches

This checklist is your launchpad:

- ✓ Share the guidebook with your pastor or leadership team
- ✓ Host a vision meeting with those who will support or oversee
- ✓ Choose your licensing model and complete the agreement
- ✓ Assign your Program Steward
- ✓ Order the Introductory Starter Kit
- ✓ Register your team for training and certification
- ✓ Choose first group structure (1:1, small group, or full cohort)
- ✓ Schedule your first 6 weeks
- ✓ Print session tools and mentor forms
- ✓ Launch and complete your first group
- ✓ Schedule a Fire Covenant reflection or testimony session
- ✓ Submit progress report to BRIGHTPath Academy

You can complete this entire list in 30 to 60 days.

## Which Format Fits Your Church Best

The system is intentionally flexible. Choose the format that aligns with your size, needs, and capacity.

### **1:1 Mentorship Track**

Perfect for churches that want to start quietly and personally.

- One participant and one mentor
- Meets weekly or biweekly
- Follows the book together and checks in using the template
- Good for reentry, recovery, or leadership development

### **Small Group Cohort**

Ideal for mid-sized churches or ministry teams.

- Four to eight participants
- One certified facilitator
- Weekly 60 to 90-minute sessions
- Group completes one book at a time
- Participants may take turns leading Check-Ins

### **Full Congregational Integration**

For churches running multiple ministries.

- Youth, men's, women's, or recovery groups each adopt a series track
- Facilitators across departments receive aligned training
- Reporting and reflection are centralized
- Capstone moments can be part of church services

There is no wrong starting point. What matters is fidelity to the structure and emotional safety of the people served.

### **What You Don't Need to Wait For**

Do not wait for:

- A budget line to be created
- A full church-wide rollout
- Everyone to agree
- A perfect promotional campaign

You need:

- One aligned leader
- One willing group
- The right tools
- A reason to begin

Everything else can grow over time.

### Support Is Already Built In

You are not alone in this. As a licensed church, you will have:

- Monthly support calls
- Email and phone assistance
- Implementation guides
- Access to national roundtables
- Direct contact with BRIGHTPath leaders

You are also joining a movement, not a product line. The goal is not to sell workbooks. The goal is to walk with churches willing to steward deep transformation.

### What to Expect in the First 90 Days

- Participants will say, “This is different. I’ve never had something walk me through this clearly.”
- Mentors will realize they are also being transformed
- Some people will leave because it gets too real, and that’s okay

- Some people will stay because it finally feels safe, and that's the point
- You will begin to measure what was once invisible
- You will begin to lead transformation with tools, not just intention

### Final Encouragements for Church Leaders

You were called to ministry, not maintenance. The people in your church do not need another program, they need a process that restores authorship, ownership, and purpose. You do not need to invent that process. You just need to implement what has already been created with churches like yours in mind.

Start small. Stay consistent. Protect the structure. Celebrate the shifts.

And never forget, what you do inside the walls of your church has the power to shape who walks back out into the world.

This system was built from the inside because that is where God begins His work.







## Appendix

### How Churches Measure Success with BFI

Churches implementing *Built from the Inside*™ don't just guess at growth—they track transformation. While emotional healing is deeply personal, this system includes tools and markers that allow ministry teams, boards, and supporters to measure tangible impact without compromising confidentiality or spiritual integrity.

Below is a simple framework your church can use to evaluate progress, communicate outcomes, and support future growth.

### Participation Metrics

These help you track reach and consistency:

- ☒ Number of participants who completed Book 1
- ☒ Number who progressed through 3+ books
- ☒ Number of groups launched (by ministry area or season)
- ☒ Average group attendance per session





### Leadership Development

Use this to evaluate pipeline health and future capacity:

- ☒ Number of Peer Mentors certified
- ☒ Number of Peer Directors or Facilitators trained
- ☒ Number of leaders promoted from mentee → mentor
- ☒ Volunteer retention over 3–6 months





## Emotional Growth Indicators

These reflect personal transformation over time:

-  Average increase in Self-Reflection Scale scores (Book 1 → Book 3 → Book 6)
-  Common themes identified in Fire Covenants
-  Frequency of Check-In and Reset use by participants
-  Noted reductions in Red Flag incidents over time

## Community Impact

Especially helpful when reporting to donors, boards, or partner ministries:

-  Testimonials collected from group participants or mentors
-  Number of returning citizens or recovery participants served
-  Integration of BFI graduates into other church ministries
-  Stories of families, marriages, or youth impacted by healed leadership

## Recommended Reporting Rhythm

- **Monthly:** Facilitator summary (engagement + Red Flags)
- **Quarterly:** Peer Mentor growth logs and participant reflection scans
- **Annually:** Testimony collection + summary metrics to report to leadership

**Remember:** This isn't about numbers for the sake of performance. It's about tracking the *evidence of healing*—to reinforce what's working, care for your team, and steward the growth God is cultivating from the inside.

## Mentorship Licensing & Guide Structure

The Built from the Inside™ (BFI) system includes a dedicated mentorship framework, designed to develop leadership from within the community it serves. In addition to facilitator-led models, BFI empowers peer mentors to support participant growth across all 10 modules. This structure requires distinct licensing and materials to ensure consistency, safety, and fidelity of delivery.

### Mentor Licensing Requirements

Mentors are not interchangeable with facilitators. Every mentor must complete certification through the BFI Mentor Onboarding process. This process includes training in emotional regulation, group management, curriculum integrity, and SEL-aligned support methods.

- **Mentor Licensing is Required at 10+ Participants.**
- Certification is **individualized**, meaning each mentor must hold their own license.
- Licensing provides access to the Mentor Certification Training Manual (print + PDF companion).

### Mentorship Materials & Pricing

Material	Description	Price	Format
<b>Mentor Certification Training Manual</b>	Covers BFI mentor principles, structure, tools, and SEL application.	<i>Included with license</i>	Print + PDF companion
<b>Master Mentor Guidebook</b>	Consolidated volume containing all 10 mentor guidebooks. Ideal for senior mentors or trainers.	<b>\$149.00</b>	Print only
<b>Individual Mentor Guidebooks</b>	One per BFI workbook. Required for mentors leading sessions. Reusable.	<b>\$39.99</b> each	Amazon or bulk (Print only)

- **All mentor guides are reusable** and should be retained across cohort cycles.
- Mentor guides **mirror** the core participant workbook content with prompts, coaching techniques, and support scripts.

## Facilitator Materials (for Certified Leaders)

Facilitators oversee licensed group delivery and are responsible for implementing the full 10-book curriculum using the companion guide system.

Material	Description	Price	Format
<b>Facilitator Master Guide</b>	All 10 facilitator guides in a single volume. Contains session outlines, key prompts, SEL objectives, and group protocols.	<b>\$249.99</b> (Paperback) <b>\$349.00</b> (Hardcover)	Print only
<b>Individual Facilitator Guides</b>	One per participant workbook. Each guide includes curriculum for 10 group sessions - 1 Book: with full engagement structure.	<b>\$49.99</b> (Paperback) <b>\$119.00</b> (Hardcover)	Print only

- Facilitator guides are **designed for re-use** and group rotation.
- Each participant workbook is paired with a dedicated facilitator session curriculum (10 sessions per book).

## Example Implementation by Tier

Participants	Suggested Mentors	Suggested Facilitators	Mentor Materials Needed	Facilitator Materials Needed
<b>10</b>	2	1	2 Master Mentor Guides or 20 individual mentor books	1 Facilitator Master Guide
<b>25</b>	4	2	4 Master Mentor Guides or 40 individual mentor books	2 Facilitator Master Guides
<b>50</b>	8	4	8 Master Mentor Guides or 80 individual mentor books	4 Facilitator Master Guides
<b>100</b>	15	6	15 Master Mentor Guides or 150 individual mentor books	6 Facilitator Master Guides

**Note:** All training materials are licensed by role. PDF companions are included with print orders where applicable. Single book purchases do not qualify for discount unless ordered as part of a 5-book minimum per participant set.

## BFI Licensing & Implementation Structure

### (Ministry & Community Edition)

**Licensing is mandatory for any group with 10 or more participants.** This ensures program fidelity, digital access, and facilitator support. Individual book sales are permitted without a license, but cannot be used in group settings or facilitated cohorts.

### Workbooks & Materials Policy

Format	Price	Conditions
<b>PDF Workbook</b>	\$14.99 per title	Cannot be mixed with physical books in group settings. PDF-only cohorts must have licensing.
<b>Printed Workbook</b>	\$29.99 retail	Discounts begin <b>only</b> at 25+ participants; must purchase a <b>minimum of 5 titles per participant</b>
<b>Manuals</b>	Paperback/Hardcover Only	All mentor, facilitator, and trainer manuals must be purchased in print; PDF access included post-purchase.

Example: A group with 10 participants must buy **50 books** minimum (5 titles each) to qualify for print. If under 25 participants, no discount applies.

### Group Use Policy

- **PDFs and print books cannot be mixed within the same cohort.**
- **Group environments require uniform format** for clarity and integrity.
- All sessions must be led by **licensed facilitators or trained mentors** once the 10-participant threshold is reached.

## Licensing Tiers Overview

Tier	Name	Participants	Includes	Cost	Example (Min. Books)
<b>Tier 1</b>	<b>Cohort Launch Pack</b>	10–24	Site license, 2 facilitator guides (print), 1 mentor guide, LMS dashboard, group fidelity tools	<b>\$1,497</b>	10 participants × 5 books = 50 books (\$1,499 PDF / \$1,499 print)
<b>Tier 2</b>	<b>Small Group Scale</b>	25–49	Site license, 4 facilitator guides, 2 mentor guides, 10% book discount, live support session	<b>\$2,997</b>	25 × 5 books = 125 books (\$3,186 print w/10%)
<b>Tier 3</b>	<b>Community License</b>	50–99	All of Tier 2 + 1 master trainer manual, assessment tools, 15% book discount	<b>\$4,997</b>	50 × 5 = 250 books (\$6,373 print w/15%)
<b>Tier 4</b>	<b>Sponsoring Partner</b>	100–199	3 sites, unlimited facilitators, full LMS + tracking, custom dashboards,	<b>\$9,997</b> /year	100 × 10 = 1,000 books (\$23,992 print w/20%)



			20% discount		
<b>Tier 5</b>	<b>Institutional License</b>	200–500+	Multi-site licenses, full training & certification suite, LMS duplication rights, 25% discount	Custom Quote	200+ × 10 = 2,000+ books (\$44,985 print w/25%)

**Licensing includes:** LMS access, dashboard support, coach calls, resource updates, and permissions to host training or mentoring sessions.

## Optional Add-Ons

- **Facilitator Starter Kit (Print Only):** \$79.99 each
- **Mentor Certification Course:** \$199 per mentor (LMS-based)
- **Annual License Renewal (Tiers 2+):** 30% of initial fee

## Licensing Summary Grid

Tier	Annual Price	Facilitators Included	Participant Cap	Included Training	Best For
<b>Tier 1</b>	\$499	1–2	25	1 Training Seat + Digital Access	Small churches, pilot groups, or initial cohorts
<b>Tier 2</b>	\$999	Up to 3	60	2 Training Seats + Group Tools	Churches running 2–3 groups concurrently
<b>Tier 3</b>	\$1,499	3–5	100	3+ Seats + Ongoing Support	Larger ministries with growing transformation programs
<b>Tier 4 (Legacy/Pilot)</b>	Custom Rate	Custom (Locked Rate)	Custom	Full Support Suite	Early partners under BRIGHTPath pilot program

## Licensing Summary Grid – Incarcerated Program Implementation

<b>Institutional Tier</b>	<b>Annual Price</b>	<b>Facilitators Included</b>	<b>Participant Access</b>	<b>Included Support</b>	<b>Best For</b>
<b>Tier A – Unit License</b>	\$1,250	2	Single Unit / Dorm	2 Staff Training Seats, Digital Curriculum, 1 Annual Review	Prisons, jails, or juvenile units piloting a closed-group cohort
<b>Tier B – Facility License</b>	\$2,500	3–5	Entire Facility	3–5 Staff Seats, Full Curriculum Access, Quarterly Support	Facilities running multiple cohorts with rotating facilitator staff
<b>Tier C – System License</b>	Custom Quote	Unlimited (by contract)	Multiple Facilities	Full Training Access, Site Audits, National Data Integration	State DOC programs or large nonprofit reentry networks

## Ministry Use – Small Group & Community Model

Churches and faith-based organizations typically operate with fewer participants per location but may scale through multi-site sponsorships or community outreach. Emphasis is on **flexible use, volunteer mentors**, and integration with existing discipleship or recovery ministries.

### Licensing Requirements

- **Required at 10+ participants per location**
- PDF licensing available per site
- Materials can be reused within church cycles
- **Mentor Certification strongly encouraged**, especially for those leading small groups or youth

### Recommended Structure

Participants	Mentors	Facilitators	Materials
10–15	1–2	1	2 Mentor Guides, 1 Facilitator Guide
25	2–4	1–2	4 Mentor Guides, 2 Facilitator Guides
30–50	4–6	2–3	6 Mentor Guides, 3 Facilitator Guides

- **Books sold separately** – \$29.99/participant (bulk discount at 25+)
- **PDF Option:** \$14.99/book, full 10-book set required for use
- **Cannot mix PDF and print within the same group delivery**

## Corrections/Reentry – Institutional & Structured Delivery

Correctional and reentry settings often use group-based sessions led by trained facilitators with peer mentors selected from within the population. Licensing aligns with facility capacity, security restrictions, and structured rollout.

### Licensing Requirements

- **Mandatory at 10+ participants**
- Licensing includes LMS access, fidelity tracking, and certification
- Mentors are typically selected from cohort graduates or peer leaders

### Recommended Structure

Participants	Mentors	Facilitators	Materials
25	3–4	2	4 Mentor Guides, 2 Facilitator Guides
50–100	6–10	3–5	10 Mentor Guides, 5 Facilitator Guides
100–500	12–25	5–10	Master Mentor Sets, Full Facilitator Library

- **Books required** for each participant (PDF not ideal for secure environments)
- **Bulk pricing**, fidelity tools, and direct trainer access included with site license
- Mentor Certification Manuals included in Tier 2–4 packages

## Licensing Comparison: Ministry vs. Corrections

Feature	Ministry Model	Corrections Model
Minimum Licensing Threshold	10 participants	10 participants
PDF Use	Yes (church site only)	Rarely (due to security)
Book Format	Choice of print or PDF	Print required
Mentor Role	Volunteer or internal leader	Peer-led, post-completion leaders
Certification	Recommended	Required
LMS Support	Optional (Tier 2+)	Included (Tier 2+)
Group Size Flexibility	10–30 typical per site	25–500+

## Ministry Launch Calendar Template

This template outlines the suggested 90-day launch cycle for churches implementing the Built from the Inside™ program. It breaks down week-by-week tasks so your team knows exactly what to do, when to do it, and how to stay aligned with program fidelity.

Each phase builds on the one before it, so you don't skip steps or rush the process. Whether you're launching with one small group or preparing for multi-group implementation, this calendar helps your team move from interest to impact with clarity.

### Sample 90-Day Launch Calendar

Week(s)	Focus	Tasks to Complete
<b>Week 1–2</b>	<i>Vision and Commitment</i>	<ul style="list-style-type: none"><li>- Present program to leadership</li><li>- Secure pastoral approval</li><li>- Identify program lead(s)</li></ul>
<b>Week 3–4</b>	<i>Core Team Assembly</i>	<ul style="list-style-type: none"><li>- Select facilitators</li><li>- Identify mentor candidates</li><li>- Order materials / books</li></ul>
<b>Week 5–6</b>	<i>Training Prep</i>	<ul style="list-style-type: none"><li>- Register for training slots</li><li>- Begin review of the Facilitator Guide and Manual</li></ul>
<b>Week 7–8</b>	<i>Team Training</i>	<ul style="list-style-type: none"><li>- Complete facilitator training</li><li>- Review trauma-informed protocols</li><li>- Review Red Flag safety protocol</li></ul>
<b>Week 9</b>	<i>Participant Enrollment</i>	<ul style="list-style-type: none"><li>- Announce group start date</li><li>- Enroll participants</li><li>- Distribute books</li></ul>
<b>Week 10–12</b>	<i>Launch and Monitor</i>	<ul style="list-style-type: none"><li>- Start weekly group sessions</li><li>- Begin mentor engagement</li><li>- Schedule mid-cycle check-in</li></ul>

## Sample Volunteer Roles and Expectations

Running a successful Built from the Inside™ program doesn't require a large staff, it requires committed people who understand their roles. This sample list of volunteer positions outlines who you need, what they do, and how to communicate expectations clearly. Churches can adapt this list to match their structure without altering program fidelity.

These roles are scalable. You can start with two people or build a full transformation team over time.

### Key Volunteer Roles

#### **Program Coordinator**

*Point leader for all scheduling, communication, and oversight.*

- Schedules sessions and books spaces
- Coordinates book orders and materials
- Communicates with BRIGHTPath Academy if issues arise

#### **Certified Facilitator**

*Leads weekly sessions and maintains fidelity to the curriculum.*

- Completes official BRIGHTPath training
- Follows session structures exactly as written
- Manages the group process, not therapy

#### **Mentor (Trained or Peer Model)**

*Supports participants 1-on-1 or in small groups outside formal sessions.*

- Models emotional safety and personal growth
- Helps others engage in workbook exercises



- Uses approved Mentor Training Kit (if licensed)

### **Spiritual Support Lead**

*Provides prayer, Scripture integration, or spiritual processing when requested.*

- Coordinates with church leadership to ensure doctrinal alignment
- Available for 1-on-1 or group spiritual discussions outside the workbook flow

### **Logistics/Setup Volunteer**

*Prepares the physical or digital environment for meetings.*

- Arranges chairs, prints sign-in sheets, manages digital links
- Tracks attendance and distributes session tools

### **Data and Progress Support (optional)**

*Assists with tracking growth data and flagging safety concerns.*

- Maintains confidentiality
- Logs Self-Reflection Scale results or Red Flag moments for team debriefs

## Group Implementation Checklist

This checklist walks your team through the essential steps to prepare, launch, and sustain a Built from the Inside™ group. It's designed for use by churches implementing small groups, mentorship tracks, or discipleship cohorts using the BFI workbook series.

Check off each item as your team completes it to ensure fidelity and readiness.

### Pre-Launch

- ✓ Leadership approval secured
- ✓ Program Coordinator assigned
- ✓ At least one Certified Facilitator identified
- ✓ Volunteer roles defined (see appendix)
- ✓ Initial training scheduled or completed
- ✓ Books ordered (Amazon or bulk license rate)
- ✓ Mentor support roles selected (if applicable)
- ✓ Session space reserved and consistent meeting time confirmed
- ✓ Spiritual integration strategy reviewed with leadership
- ✓ Participant recruitment materials prepared

### Week 1 Group Launch

- ✓ Sign-in sheet printed
- ✓ Opening safety agreements introduced
- ✓ Red Flag protocol reviewed by facilitator
- ✓ Each participant receives their workbook
- ✓ First session follows book format without alteration

- ✓ Check-In™ process modeled clearly
- ✓ Confidentiality guidelines discussed

## Ongoing Weeks

- ✓ Attendance tracked weekly
- ✓ Facilitator uses provided structure (no deviation from book content)
- ✓ Mid-cycle reflection or check-in scheduled
- ✓ Red Flags tracked and logged as needed
- ✓ Capstone Fire Covenant planning begins by Week 8–10
- ✓ Growth tracked using Self-Reflection Scale
- ✓ Volunteers debriefed regularly

## End of Cycle

- ✓ Fire Covenant ceremony completed (if applicable)
- ✓ Participant feedback collected
- ✓ Impact data submitted to BRIGHTPath
- ✓ Team review held to evaluate strengths and improvements
- ✓ License updated if scaling to new cohorts

## Fire Covenant Blank Template

The Fire Covenant is the final capstone of a Built from the Inside™ cycle. It is not just a symbolic gesture; it is a declaration of who a participant is becoming and what they are committed to protect as they move forward. It should be taken seriously, celebrated publicly or privately depending on the group, and revisited during future seasons of growth.

### Instructions:

This covenant should be completed in the final week of the program. Participants may read it aloud during a graduation or closing circle. Facilitators should keep a copy if appropriate or allow participants to store it privately as a personal commitment.

---

### FIRE COVENANT

**My Name:** \_\_\_\_\_

**Today's Date:** \_\_\_\_\_

### The person I've been:

(Write 2–3 honest sentences about the old version of yourself you're leaving behind.)

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---

---

### The person I'm becoming:

(Write 2–3 statements about who you are now and what you value.)

---

---

---

**What I'm choosing to protect:**

(Identify the mindset, relationships, or purpose you will guard moving forward.)

---

---

---

**Who I owe this growth to (and why):**

(Name a mentor, leader, God, or moment that changed your path.)

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---

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**My commitment going forward:**

(Write a single sentence that begins with "I will..." and names your next-level responsibility.)

---

**Signature:** \_\_\_\_\_

**Facilitator or Witness:** \_\_\_\_\_

# FAQ Sheet

## *Boards and Pastors*

This section provides clear answers to the most common questions asked by church boards, pastors, and ministry leaders when evaluating whether to adopt the Built from the Inside™ program. Share this during board meetings, leadership retreats, or budget planning sessions.

### **Q1: What exactly is Built from the Inside™?**

It is a trauma-informed, Social Emotional Learning-based transformation system delivered through a structured workbook series. It teaches emotional regulation, self-awareness, accountability, and leadership, through a faith-integrated lens.

### **Q2: Do we need to be licensed to start?**

No. You may purchase books on Amazon for \$29.99 each and begin with a group of up to 25 participants. Once your church exceeds that limit or wants to certify facilitators, licensing is required to ensure fidelity, safety, and training access.

### **Q3: What does licensing include?**

Each license comes with training access, implementation tools, facilitator resources, evaluation templates, national network support, and quarterly coaching. It also allows your church to scale with structure and integrity.

### **Q4: Can this program be customized to fit our ministry?**

Yes. The system is flexible in delivery (one-on-one mentorship, small groups, or larger cohorts). However, the book content and core structure must not be altered to ensure consistency and safety.

**Q5: How long is the program?**

Each workbook spans 10–12 weeks. Some churches run it over a full season, others move faster with weekly or bi-weekly meetings. You set the pace. BRIGHTPath provides guidance for timing and planning.

**Q6: Is this only for men or justice-involved participants?**

No. While it originated in justice settings, the content is universally relevant. We have successful implementations with youth, women's ministries, veteran groups, recovery ministries, and men's discipleship cohorts.

**Q7: What training is available for staff or volunteers?**

Training is available live, on-demand, or in person. Certification includes a short exam, scenario-based responses, and observation. Every facilitator receives access to a full kit, planning tools, and peer cohort support.

**Q8: Is this a one-time cost?**

No. Workbooks are purchased per participant and licensing is annual. Churches can budget accordingly and scale over time. Discounts, grants, and scholarships are available for qualifying ministries.

**Q9: Can this replace our current curriculum or programs?**

It can stand alone or complement your existing ministries. Churches often use it to enhance recovery ministries, small groups, youth discipleship, or mentoring pipelines. It adds depth and structure to what you already do well.

**Q10: What support do we get after we start?**

You receive quarterly support calls, annual license reviews, curriculum updates, access to our provider network, and a direct point of contact for questions. Your team is never left on its own.







## About the Creators

### *Coming Together: The Basketball Coach and the Wrestler*

The seeds of this collaboration were planted 4 decades ago in the hallways and locker rooms of New Rochelle High School. One was a respected basketball coach, the other a scrappy wrestler. They came from different sports, different backgrounds; but shared the same values: discipline, loyalty, and heart. Years later, those shared roots would blossom into something far more powerful.

Jim and Aaron didn't just reconnect, they realigned. Their reunion was not simply a friendship rekindled but a calling recognized. Two servant leaders with different life paths, now walking in step to build something bigger than either could alone: a faith-based, emotionally grounded, system of healing and transformation designed to serve the forgotten and uplift the committed.

What started as mutual respect has grown into a brotherhood in service covenant to empower churches, communities, and individuals with tools that actually work. Their partnership is the foundation of *Built from the Inside*™.

### **ELDER DR. JIM BOSTIC TH.D**

Dr. Bostic holds a Doctorate in Theology and brings over four decades of transformative leadership in ministry, trauma recovery, and community development. As the former Executive Director of the Nepperhan Community Center and a longtime faith and civic leader in Yonkers and the Hudson Valley, Dr. Bostic has built bridges between the church, justice systems, and community healing.

His pioneering work in trauma-informed mentorship, youth development, and reentry transformation has touched thousands.

A mentor to generations and a voice for the voiceless, Dr. Bostic's curriculum design, oversight and spiritual insight provide the backbone of Built from the Inside™. He is a teacher, a pastor, and a builder of people.

More on Dr. Bostic: <https://jimbostic.net/about-me/>

### Aaron B. Kershaw

Aaron B. Kershaw is the founder of Building Blocs Literacy and creator of the BRIGHTPath™ Academy and Uncle Aaron book series. A United States Marine Corps veteran, Aaron went on to earn his Bachelor of Science in Business Management with concentrations in Economics, Finance, and Human Resources from Manhattanville University.

Aaron is a financial & insurance professional, multimedia master & SEL educator, author, and trainer with over a dozen SEL focused books that blend practical life skills with emotional growth. His expertise spans IT, media development, nonprofit leadership, corporate training, trauma-informed curriculum design, and digital course development. Aaron's unique ability to translate complex systems into hands-on, actionable tools is what makes Built from the Inside™ not only transformative, but usable.

More on Aaron B Kershaw: <https://buildingbloccs.org/aaron-b-kershaw>

**Together**, Dr. Bostic and Aaron B. Kershaw embody the fusion of spirit and strategy, legacy and innovation. Built from the Inside™ is not just a curriculum, it's a covenant between generations, forged in respect and delivered in love.

