

Vol. 1

conversations

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pioneers/mess-makers/
visionaries/networkers/
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shakers/multipliers/inventors/
shapers/catalyzers/expanders/
promoters/starters**

with entrepreneurs

BY DAVID MILLS WITH AMY ALEXANDER



[SESSIONS 1-6]

conversations with entrepreneurs

BY DAVID MILLS WITH AMY ALEXANDER



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How to use this book

48 Conversations with Entrepreneurs is meant to start a dialog. An ongoing conversation between you and the Lord throughout the day, in discussions with others over coffee, and during lunch or team meetings with other Jesus followers. It's also a tool to start gathering others in the marketplace, in meetups, lunch groups, or as a church small group.

FOR PERSONAL PRAYER

Entrepreneurs have a hard time slowing down to take a breath and invite God into their work. Being in “go mode” is part of our wiring, but slowing down is a habit we desperately need to cultivate. Use these devotions to challenge your thinking and get fresh perspectives on how God wants to show up in your business life.

FOR GROUP CONVERSATIONS

Share a stack of books with others and plan to meetup for coffee or over lunch to talk about what's impacting you. It will help your faith grow.

FOR YOUR CHURCH TO REACH OTHER ENTREPRENEURS

Start a small group or a meetup, or use our 30-Day Challenge to start gathering others in your church and from the community.

The **IF WE'RE HONEST** section is designed to reframe many of the common questions and perspectives that keep us from experiencing God's abundant life in our work.

TRUTH JOIN THE CHAT

introduces a primary verse that you can pray about and journal throughout the week.

KEEP THE CONVERSATION

GOING asks questions you can take to prayer and discussions with others.

MORE ON THE TABLE provides additional verses that speak to the big question that you're thinking about.

We proclaim to you what we have seen and heard, so that you also may have fellowship with us. And our fellowship is with the Father and with his Son, Jesus Christ...But if we walk in the light, as he is in the light, we have fellowship with one another, and the blood of Jesus, his Son, purifies us from all sin.

I John 1:3,7 NIV



My work is not spiritual, right?

THE QUESTION WE'RE ASKING

Why does my life in the marketplace feel completely separate from my spiritual life?

IF WE'RE HONEST, most of us don't feel we can fit our spiritual life in the workplace at all, resulting in work experiences that are entirely disconnected from the deepest part of our souls.

It feels like there are two different versions of ourselves: the spiritual one that shows up for church on Sunday and the Monday–Friday one that is all business. Our work and our spiritual life just don't connect very well. It seems like we live on two different planets; it's hard to carry the spiritual life we want into the work we do. Our life is lived in sections. We have a family/church life and a work life. We can't be a whole person in either place.

We're convinced that the business world isn't a very friendly place to bring our faith along. Sometimes it's even hostile. The norm seems like a life that is compartmentalized, in which we are forced to live two different lives. Spiritual concerns don't find a spot on our business

dashboard, aren't included in hiring and firing, and they aren't used to shape selling or customer service. Our spiritual life stays at church, and our business life drives us forward on a separate track.

Our calling itself gets corrupted in a marketplace culture when Christians treat their faith life and their work life as separate spheres—letting business assumptions about identity, success, and worth quietly take over—end up with a privatized faith, sincerely held but practically irrelevant in the places where we actually spend our time.

FROM OZ GUINNESS, *THE CALL*

Instead of allowing the business culture to push into two separate lives, we're called to live as people who recognize our Father's hand in everything. We see the world as His creation, and we enjoy and live in His presence wherever we go. We carry his presence with us our whole life.

TRUTH JOINS THE CHAT

The earth is the Lord's, and everything in it.
The world and all its people belong to him.

For he laid the earth's foundation on the seas
and built it on the ocean depths.

Who may climb the mountain of the Lord?
Who may stand in his holy place?

Only those whose hands and hearts are pure,
who do not worship idols
and never tell lies.

They will receive the Lord's blessing
and have a right relationship with God their
savior.

Such people may seek you
and worship in your presence, O God of Jacob.

PSALM 24:1-6 NLT

NOTES

KEEP THE CONVERSATION GOING

- ☐ *This week, stop during the day to intentionally recognize that each place you go and each thing that you do belongs to the Lord.*
- ☐ *Ask Him to help you see his hand in everything and everyone around you, and to sense His presence.*
- ☐ *Make notes in a journal or on a note in your phone about the places where you are learning to see Him and feel His presence.*



MORE ON THE TABLE

He made known to us the mystery of his will according to his good pleasure, which he purposed in Christ, to be put into effect when the times reach their fulfillment—to bring unity to all things in heaven and on earth under Christ.

EPHESIANS 1:9-10

How to get the most out of the verses you are pondering.

To get the most out of a verse requires more than simply reading it or considering what it means. The Bible calls this meditation: saying something to yourself over and over. Sit with them. Read them repeatedly, asking the Holy Spirit to give you insight. Take them with you throughout the day by writing them on a note card or by putting them on your phone. Pray them out loud. Discuss them with others.

How foolish can you be?

He is the Potter, and he is certainly greater than you, the clay!

Should the created thing say of the one who made it,

“He didn’t make me”?

Does a jar ever say,

“The potter who made me is stupid”?

ISAIAH 29:16 NLT

Where can I go from your Spirit?

Where can I flee from your presence?

If I go up to the heavens, you are there;

if I make my bed in the depths, you are there.

If I rise on the wings of the dawn,
if I settle on the far side of the sea,

even there your hand will guide me,
your right hand will hold me fast.

PSALM 139:8-10

Hustle culture = entrepreneurship.

THE QUESTION WE'RE ASKING

Does my business have to consume me until I don't care?

IF WE'RE HONEST, entrepreneurs often fall into one of two extremes. One extreme is hustle culture, where the life of hustle “ate our soul,” making it impossible to separate who we are from what we produce.

We see posts with the tag #grindmode, #hustlehard, and #nodaysoff and think that kind of entrepreneurship is just normal. It's the idea that over-the-top effort is not just a choice but a cultural imperative. Memes like “sleep is for the weak” or “grind now, shine later” say it well.

If that's us, then business becomes a replacement for the spiritual part of our life. It can become everything to us. In the words of Michael Scott from *The Office*, “Nobody should have to go to work thinking, ‘Oh, this is the place that I might die today.’ That's what a hospital is for. An office is for not dying. An office is a place to live life to the fullest. To the max. An office is a place where dreams come true.”

At some point we recognize that something feels wrong. We call it

“brain rot” which reflects how the always-on kind of life is robbing us of something very human. Perhaps it should be called “soul rot” instead.

Jesus was a cultivator of culture.

ANDY CROUCH, *CULTURE-MAKING*

The other extreme can creep in when we don't want to live in hustle culture: quiet quitting. Or, what James 3:14 calls working as a mercenary. It's when we live solely for what we can get out of it.

Because Jesus restores the way we were designed to live, he also restores our ability to bring our whole self to work. We're taught in Colossians 3:23 that Jesus restores us to living as whole people. “Work heartily” in this verse means “with all your soul.” So, our soul work becomes an intentional act of worship, and a decision to operate not in a mode of production (hustle culture) or an act of extraction (quiet quitting). Instead, it's we join Jesus in cultivating his kingdom.

TRUTH JOINS THE CHAT

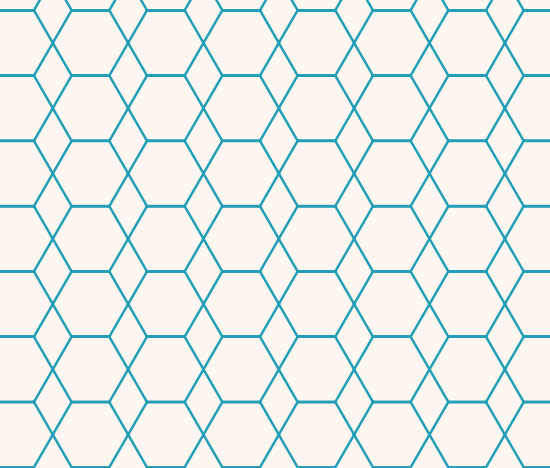
Whatever you do, work heartily, as for the Lord and not for men.

COLOSSIANS 3:23 ESV

KEEP THE CONVERSATION GOING

- *Look for spiritual “inklings” during your day when a reflection starts to bubble up about the people or work you are doing. Stop and pay attention to what the Holy Spirit is whispering.*
- *Pay attention to the way that you feel about the work you are doing, and whether you are really engaged or feel disconnected.*
- *Ask the Lord to help you invite Him into your work rather than disengage or over-focus on business as the source of meaning and fulfillment in your life.*

NOTES



How to get the most out of the verses you are pondering.

To get the most out of a verse requires more than simply reading it or considering what it means. The Bible calls this meditation: saying something to yourself over and over. Sit with them. Read them repeatedly, asking the Holy Spirit to give you insight. Take them with you throughout the day by writing them on a note card or by putting them on your phone. Pray them out loud. Discuss them with others.

MORE ON THE TABLE

In the Hebrew Old Testament, the word for soul refers to you as a whole, unified person.

Praise the Lord, my soul;
all my inmost being, praise his
holy name.
Praise the Lord, my soul,
and forget not all his benefits—
who forgives all your sins
and heals all your diseases,
who redeems your life from the pit
and crowns you with love and
compassion,
who satisfies your desires with
good things
so that your youth is renewed like
the eagle's.

PSALM 103:1 NIV

He refreshes my soul.
He guides me along the right paths
for his name's sake.

PSALM 23:3

NOTES

The Lord also brings spiritual ability into the work that we do:

Then the Lord said to Moses,
“See, I have chosen Bezalel son of
Uri, the son of Hur, of the tribe of
Judah, and I have filled him with the
Spirit of God, with wisdom, with
understanding, with knowledge
and with all kinds of skills—to
make artistic designs for work in
gold, silver and bronze, to cut and
set stones, to work in wood, and
to engage in all kinds of crafts.
Moreover, I have appointed Oholiab
son of Ahisamak, of the tribe
of Dan, to help him. Also, I have
given the ability to all the skilled
workers to make everything I have
commanded you.”

PSALM 139:8-10



MUCH NEEDED SPACE.

Handwriting practice area with horizontal lines and a grid pattern.



MUCH NEEDED SPACE.

I have a work version of myself.

THE QUESTION WE'RE ASKING

Is my work persona actually making me isolated?

IF WE'RE HONEST, the way that we show up at work has been the focus of some careful preparation. We've shaped our social persona and the public narrative about ourselves in the workplace. It's our professional identity. It's more than just our game face, it's the personal brand that we present when we post on any platform, write a proposal, or plan for a meeting.

Justin Bieber in a viral 2025 paparazzi moment put it this way: "standing on business." It's used both sincerely and sarcastically to describe someone who is fully living in their work persona... staying locked into their professional mask.

Business can end up feeling like two avatars talking to each other, neither one exposing what's behind the mask. It leaves humans without real connection, and it robs them of the richer meaning of being human at all. Neither one knowing or being known. How can that be the way we were

created to do business? It's a one-way train to isolation and loneliness.

As the Holy Spirit leads us into what it means to be fully human, we're invited to walk in the light. That means to live openly before God and others.

I would rather be what God chose to make me than the most glorious creature that I could think of; for to have been thought about, born in God's thought, and then made by God, is the dearest, grandest and most precious thing in all thinking.

GEORGE MACDONALD

TRUTH JOINS THE CHAT

This is the message we have heard from him and declare to you: God is light; in him there is no darkness at all. If we claim to have fellowship with him and yet walk in the darkness, we lie and do not live out the truth. But if we walk in the light, as he is in the light, we have fellowship with one another, and the blood of Jesus, his Son, purifies us from all sin.

1 JOHN 1:5-7 NIV

NOTES

KEEP THE CONVERSATION GOING

- ☐ *Look for moments this week to honestly talk to the Lord about what you are feeling, wanting, or thinking about. Don't hold back, be real with Jesus.*
- ☐ *Try asking others about what is happening in their lives before you get down to business, and share what is actually going on in your life, too. Stretch yourself to be more transparent than what's normal.*



MORE ON THE TABLE

So be content with who you are, and don't put on airs. God's strong hand is on you; he'll promote you at the right time. Live carefree before God; he is most careful with you.

1 PETER 5:7 MSG

Oh, don't worry, I wouldn't dare say that I am as wonderful as these other men who tell you how good they are! Their trouble is that they are only comparing themselves with each other and measuring themselves against their own little ideas. What stupidity!

2 CORINTHIANS 10:12 TLB

For now we see only a reflection as in a mirror; then we shall see face to face. Now I know in part; then I shall know fully, even as I am fully known.

1 CORINTHIANS 13:12 NIV

Before you Gentiles knew God, you were slaves to so-called gods that do not even exist. 9 So now that you know God (or should I say, now that God knows you), why do you want to go back again and become slaves once more to the weak and useless spiritual principles of this world?

GALATIANS 4:9 NLT

How to get the most out of the verses you are pondering.

To get the most out of a verse requires more than simply reading it or considering what it means. The Bible calls this meditation: saying something to yourself over and over. Sit with them. Read them repeatedly, asking the Holy Spirit to give you insight. Take them with you throughout the day by writing them on a note card or by putting them on your phone. Pray them out loud. Discuss them with others.

If it's in the marketplace it's not ministry.

THE QUESTION WE'RE ASKING

Is my longing to bring Jesus into my marketplace life in conflict with making money?

IF WE'RE HONEST, we're pretty sure that making money on someone means we're not doing real ministry. We truly believe that full-time ministry is for visionaries running nonprofits or for pastors that dedicate their lives to the local church.

We're all in ministry. Some of us, like myself, are serving inside the church, which is great. But the vast majority of you are serving outside the church—as a paramedic or a landscape architect or a designer for Google or a hunting guide or a surf instructor or a radiologist or a parking-lot attendant—but that doesn't necessarily mean you're serving outside the kingdom. And it definitely doesn't mean that what you do isn't spiritual or that it doesn't matter to God.

JOHN MARK COMER

Often, we feel passionate about using our skills in the marketplace. But we don't know how that connects back to our relationship with Jesus.

The personal bandwidth required to manage two different worlds is exhausting. We try to volunteer at church or run a totally separate ministry expression, but it's like keeping two totally different lives from colliding. Not to mention the shame or discomfort we feel when money enters the picture. If we sell something it doesn't feel like we're doing ministry.

The Holy Spirit works to restore what has been fragmented inside of us, and to help us into a new way of thinking about working that replaces what the culture has taught us. It's worth considering: did Paul not have redemptive conversations when he was selling tents? Did he leave Jesus at the door when money was being exchanged for goods?

TRUTH JOINS THE CHAT

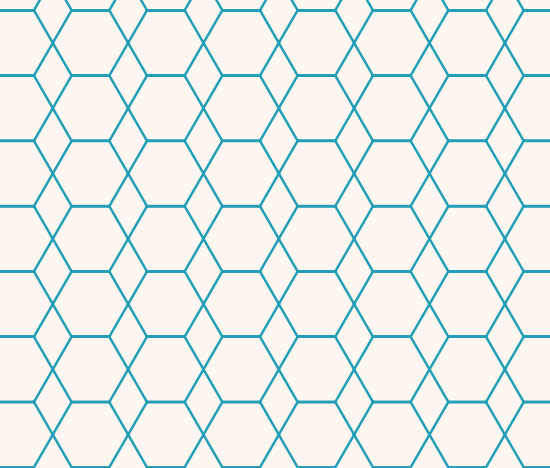
Teach me your way, Lord, that I may rely on your faithfulness; give me an undivided heart, that I may fear your name.

PSALM 81:1 NIV

KEEP THE CONVERSATION GOING

- *Pay attention to what feelings and thoughts come to your mind, that you may intentionally be shutting down rather than expressing. If they are helpful or meaningful try sharing them.*
- *Ask God to unify your heart, and pay attention to what he prompts you to consider.*
- *Ask the Lord where your faith can influence your work. Consider the ways that your marketplace is actually the mission field.*

NOTES



How to get the most out of the verses you are pondering.

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MORE ON THE TABLE

I will give them an undivided heart and put a new spirit in them; I will remove from them their heart of stone and give them a heart of flesh.

EZEKIEL 11:19

Come near to God and he will come near to you. Wash your hands, you sinners, and purify your hearts, you double-minded.

JAMES 4:8

In the Greek, "double-minded" is "double-souled"

But when you ask, you must believe and not doubt, because the one who doubts is like a wave of the sea, blown and tossed by the wind. That person should not expect to receive anything from the Lord. Such a person is double-minded and unstable in all they do.

JAMES 1:6-8 NIV

NOTES

Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is—his good, pleasing and perfect will.

ROMANS 12:2 NIV

It's just business.

THE QUESTION WE'RE ASKING

Should hard decisions that effect people be guided only by business needs?

IF WE'RE HONEST, some decisions we make are filed under a special spot in our brain: “just business.” It’s pretty easy to justify thinking or acting in ways that don’t sync with what we believe God wants for people if we simply say that an action is part of our business.

Sometimes we don’t even consider if a decision fits with God’s desires because we just follow what the industry or business pattern dictates.

Lots of businesses work to live by some kind of values, but often those values are surface-level expectations that are more promotional than they are actual moral anchors. If God’s purpose is to align all things under His rulership then we have to go deeper than being “moral.” There is a bigger purpose at work—God is about redeeming humans and the world that we live in. Making decisions

based entirely on the bottom line may entirely miss the heart of God for people, and his plans for our lives and our business.

Community service has become a patch for morality. You can devote your life to community service and be a total schmuck.

TIMOTHY KELLER,
EVERY GOOD ENDEAVOR

We got the phrase “it’s not personal, it’s just business” from the movie *The Godfather*, where Don Corleone explains that a planned killing is nothing personal. This way of thinking uncovers a serious flaw about how we see our marketplace roles—as something separate from God’s interest. We can change that trend as we first extend forgiveness to those who may have done this to us, because wounded humans tend to wound others.

TRUTH JOINS THE CHAT

For if you forgive other people when they sin against you, your heavenly Father will also forgive you. But if you do not forgive others their sins, your Father will not forgive your sins.

MATTHEW 6:14-15 NIV

KEEP THE CONVERSATION GOING

- ❑ *To avoid repeating the wounds that others have inflicted on us, we have to be intentional about extending the forgiveness to them that we have received. Pay attention to people or situations that the Lord brings to mind, and extend forgiveness in prayer and in-person as needed.*
- ❑ *Ask for God’s wisdom as you encounter situations where you need to make decisions that are difficult for others.*
- ❑ *Consider shifting from industry standard to redemptive goals. Ask: “what would a redemptive outcome look like” in this situation?*

NOTES

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I think I lost the plot.

THE QUESTION WE'RE ASKING

How can I get past all the pressure to find meaning in my business?

IF WE'RE HONEST, we live with all kinds of pressures in our marketplace work. We need to turn a profit, bring home a living, and do something that we care about and others appreciate. Layer on top of that the heavy time demands, the burden of carrying employee and contractor livelihoods, and the challenges of sometimes difficult customers, and it can squeeze all the joy and the purpose out of business.

We can find ourselves living head down, focused only on the demands of keeping our business moving forward, failing to remember that we were created for a bigger purpose. We might not even really take time to think about what we are called to do or the difference we could be making until one day we wake up and have no idea why we're still going.

Business becomes a kind of quiet despair that's hard to name because nothing visibly bad is happening, but we realize that a sense of purpose and calling is completely missing, and success in the marketplace is no longer enough.

How we spend our days is, of course, how we spend our lives.

ANNIE DILLARD,
THE WRITING LIFE

It's at this moment that we begin to look more deeply at how we are spreading our lives and what we are doing that matters. But it doesn't have to wait until we are less busy or have more bandwidth. The earlier we understand and align with God's purpose, the more it will shape our marketplace efforts.

TRUTH JOINS THE CHAT

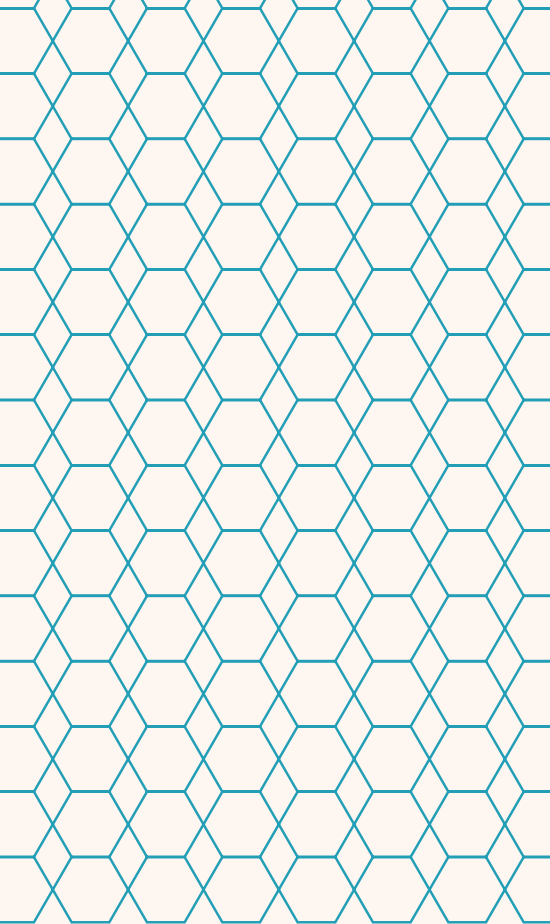
And so, dear brothers and sisters, I plead with you to give your bodies to God because of all he has done for you. Let them be a living and holy sacrifice—the kind he will find acceptable. This is truly the way to worship him. Don’t copy the behavior and customs of this world, but let God transform you into a new person by changing the way you think. Then you will learn to know God’s will for you, which is good and pleasing and perfect.

ROMANS 12:1-2 NLT

KEEP THE CONVERSATION GOING

- *Discovering God’s purpose in your business starts with surrendering your life to him, and acknowledging his ownership and rulership.*
- *Understanding the ways that you can align with His bigger purposes is a process in which you test out what He has in mind for you.*
- *Be alert to the areas where God is working to change the way that you think about different parts of your business, relationships, roles, or even the direction of your work.*

NOTES



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NOTES

MORE ON THE TABLE

As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received.

EPHESIANS 4:1 NIV

So we have not stopped praying for you since we first heard about you. We ask God to give you complete knowledge of his will and to give you spiritual wisdom and understanding.

COLOSSIANS 1:9 NLT

So be careful how you live. Don't live like fools, but like those who are wise. Make the most of every opportunity in these evil days. Don't act thoughtlessly, but understand what the Lord wants you to do.

EPHESIANS 5:15-17 NIV

I will instruct you and teach you in the way you should go; I will counsel you with my loving eye on you.

PSALM 3:28 NLT



MUCH NEEDED SPACE.

Handwriting practice area with horizontal lines and a grid pattern.





If we're honest, being a Christian entrepreneur is lonely. Few people understand the unique challenges and risk we encounter on a daily basis. We're isolated. We're trying to discern where God is moving and we're mostly confused about where our faith ends and our business begins.

We rarely feel free to bring work challenges to our Christian friends. Talking about business at church feels weird and fruitless. It's easier just to keep our faith conversations separate from our entrepreneurial life.

48 CONVERSATIONS WITH ENTREPRENEURS is designed to create a space where faith and entrepreneurship can be discussed in the same moment with others that face the same challenges.