

Twice Born Ministry

HR-101: Human Resources & Biblical Employment

Course Code: HR-101

Credit Hours: 3

King James Version (KJV) — Sola Scriptura Curriculum

Generated 2026-06-30

Course Description

HR-101: Human Resources & Biblical Employment

Course Description

Hiring, culture, and discipline framed by Matthew 18 and work-as-calling theology.

This course is part of **Layer 5 — Four-Year Degree Programs** (Track B: Business / Entrepreneur) in the Twice Born Ministry Bible School catalog. **College category:** Human Resources.

Course Details

| Field | Value |

|-----|-----|

| **Course Code** | HR-101 |

| **Career Track** | B — Business / Entrepreneur |

| **Catalog Track** | HR |

| **College Category** | Human Resources |

| **Credit Hours** | 3 |

| **Weeks** | 12 |

| **Lessons** | 12 |

| **Prerequisites** | BUS-708 |

| **Homeschool Band** | College |

| **Primary Text** | King James Version (KJV) |

| **Source / Resources** | HR fundamentals |

TBM Cross-References

- Colossians 3:23 (KJV)

- BUS-708

Learning Outcomes

Upon completion, students will be able to:

1. Explain core concepts and vocabulary for this vocational domain at college introductory level.
2. Apply biblical ethics when secular models conflict with Kingdom priorities.

3. Complete practical assignments, scenarios, or lab exercises with documented integrity.
4. Articulate connections between vocation, stewardship, and local church ministry.
5. Pass module quizzes and capstone assessments at 70% or higher.

Assessment Overview

- **Module quizzes:** JSON per module (multiple choice + short answer).
- **Assignments:** 3–4 rubric-graded projects.
- **Group projects:** 2 collaborative exercises.
- **Final exam:** Comprehensive short and extended responses.
- **Video scripts:** 3–5 instructor scripts for optional production.

Christian Guardrails

- KJV citation standard; Christ-centered instruction.
- Career exploration does not replace licensure, trade apprenticeships, or professional counsel where required.
- AI tools may assist research but not replace original work or pastoral judgment.

Instructor Notes

Professor Shepherd AI instructor shortcode: [tb_ai_instructor course_code="HR-101"]

Twice Born Ministry Bible School — Layer 4 Career Tracks

Course Modules

HR-101 — Lesson 1: Work as Calling

Introduction

Welcome to Lesson 1 of **Human Resources & Biblical Employment** (HR-101). This session explores **Work as Calling** within the **Track B — Business / Entrepreneur** pathway at Twice Born Ministry Bible School.

This career track applies *Kingdom Capital* (TBM) themes to entrepreneurship without prosperity gospel error. When secular MBA models conflict with Scripture, students learn to choose faithfulness over shortcuts.

This is **Layer 4 — Career Tracks** content at college level (or high school dual-enrollment where noted). The King James Version remains the citation standard for all scripture. Complete BS-FND-100 or listed prerequisites before advanced modules.

Pray for wisdom before studying. Career competence without Christ-centered character produces skilled workers who build on sand. We pursue excellence **as unto the Lord** (Colossians 3:23).

Christian Ethics Integration — Dignity

So God created man in his own image (Genesis 1:27, KJV). Patients, employees, tenants, and citizens bear dignity that policies must protect.

Apply this principle while studying **Work as Calling**: document ethical decisions, cite KJV where appropriate, and identify when professional practice must yield to conscience.

Core Teaching

Theme: Work as Calling

A good name is rather to be chosen than great riches (Proverbs 22:1, KJV). Kingdom business ethics begin with reputation rooted in integrity, not merely quarterly metrics.

Whatsoever ye do, do it heartily, as to the Lord, and not unto men (Colossians 3:23, KJV). Vocation—whether pulpit, plumbing, or programming—is worship when offered unto Christ.

Practical Focus

Hiring, culture, and discipline framed by Matthew 18 and work-as-calling theology.

Competency targets for this lesson:

- Define key terms and industry-standard vocabulary at introductory level.
- Identify biblical principles that govern ethical decisions in this domain.
- Complete hands-on or scenario-based exercises in assignments and quizzes.
- Connect vocational skills to local church ministry or community service where applicable.

Professional Standards

Career track courses prepare students for further education, certification programs, or bi-vocational ministry—they do not replace licensure, trade union apprenticeships, CPA/legal counsel, or seminary ordination tracks unless explicitly stated in prerequisites.

TBM & Catalog Cross-References

- Colossians 3:23 (KJV)
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Application for Vocation and Ministry

Work as Calling should change how you work, lead, serve customers, and witness.

Business practice: Apply lesson concepts to a real or simulated venture. Document decisions in your Kingdom Business journal.

Personal devotion: Write a brief prayer connecting today's vocational theme to Christ's lordship over your schedule, income, and relationships.

Local church: Share one insight with your pastor, deacon team, or small group—especially where bi-vocational ministry applies.

Evangelism: Prepare a 60-second testimony linking honest work or digital stewardship to the gospel hope you profess.

Lab, Scenario, or Field Exercise

Exercise 1: Analyze a business case where profit conflicts with truth. Write a decision memo citing Proverbs and course readings.

Document assumptions, resources consulted, and limitations. Submit via LMS with honor statement. Supervised field hours may count toward capstone portfolios where approved by cohort facilitator.

Discussion Questions

- How does **Work as Calling** align with Colossians 3:23 ("as to the Lord")?
- What secular practice in this field most often conflicts with biblical ethics?
- Which prerequisite course or TBM resource best supports this lesson?
- How would you teach this topic to a high school dual-enrollment student?
- What is one measurable action you will take this week based on this lesson?

Summary and Next Steps

Lesson 1 Summary: We examined **Work as Calling** through scripture, vocational standards, and ministry application.

Action item: Complete the module quiz (70% to pass) and begin assignment work if due this week.

Preview: Continue to Lesson 2. Review SPECIALIZATION_SOURCES.md or Kingdom Capital / TBM Marketing docs as listed in your syllabus.

Soli Deo gloria — whether ye eat or drink, or whatsoever ye do, do all to the glory of God (1 Corinthians 10:31).

Supplemental Reading and Reflection

Assign one chapter from a standard systematic theology textbook or equivalent lecture notes. Summarize the author's definitions, note where Scripture proofs appear, and evaluate whether the Bible truly supports each claim. Theology students must read widely yet judge all teaching by the Word. Write a half-page response connecting supplemental reading to this lesson's theme.

Ministry Case Study

Imagine a congregant confused about this lesson's topic after watching online teaching that contradicts historic evangelical doctrine. Draft a pastoral response email that (1) expresses empathy, (2) clarifies biblical teaching with two references, (3) invites in-person conversation, and (4) avoids condescension. Pastoral communication is part of theological training, not an optional soft skill.

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Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

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HR-101 — Lesson 2: Recruiting

Introduction

Welcome to Lesson 2 of **Human Resources & Biblical Employment** (HR-101). This session explores **Recruiting** within the **Track B — Business / Entrepreneur** pathway at Twice Born Ministry Bible School.

This career track applies *Kingdom Capital* (TBM) themes to entrepreneurship without prosperity gospel error. When secular MBA models conflict with Scripture, students learn to choose faithfulness over shortcuts.

This is **Layer 4 — Career Tracks** content at college level (or high school dual-enrollment where noted). The King James Version remains the citation standard for all scripture. Complete BS-FND-100 or listed prerequisites before advanced modules.

Pray for wisdom before studying. Career competence without Christ-centered character produces skilled workers who build on sand. We pursue excellence **as unto the Lord** (Colossians 3:23).

Christian Ethics Integration — Justice

He hath shewed thee, O man, what is good; to do justly, and to love mercy (Micah 6:8, KJV). Legal and policy study serves neighbor-love, not partisan idolatry.

Apply this principle while studying **Recruiting**: document ethical decisions, cite KJV where appropriate, and identify when professional practice must yield to conscience.

Core Teaching

Theme: Recruiting

No man can serve two masters: ye cannot serve God and mammon (Matthew 6:24, KJV). Financial success without spiritual allegiance is idolatry. Stewardship disciplines keep mammon in its place.

Whatsoever ye do, do it heartily, as to the Lord, and not unto men (Colossians 3:23, KJV). Vocation—whether pulpit, plumbing, or programming—is worship when offered unto Christ.

Practical Focus

Hiring, culture, and discipline framed by Matthew 18 and work-as-calling theology.

Competency targets for this lesson:

- Define key terms and industry-standard vocabulary at introductory level.
- Identify biblical principles that govern ethical decisions in this domain.
- Complete hands-on or scenario-based exercises in assignments and quizzes.
- Connect vocational skills to local church ministry or community service where applicable.

Professional Standards

Career track courses prepare students for further education, certification programs, or bi-vocational ministry—they do not replace licensure, trade union apprenticeships, CPA/legal counsel, or seminary ordination tracks unless explicitly stated in prerequisites.

TBM & Catalog Cross-References

- Colossians 3:23 (KJV)

- BUS-708

Application for Vocation and Ministry

Recruiting should change how you work, lead, serve customers, and witness.

Business practice: Apply lesson concepts to a real or simulated venture. Document decisions in your Kingdom Business journal.

Personal devotion: Write a brief prayer connecting today's vocational theme to Christ's lordship over your schedule, income, and relationships.

Local church: Share one insight with your pastor, deacon team, or small group—especially where bi-vocational ministry applies.

Evangelism: Prepare a 60-second testimony linking honest work or digital stewardship to the gospel hope you profess.

Lab, Scenario, or Field Exercise

Exercise 2: Analyze a business case where profit conflicts with truth. Write a decision memo citing Proverbs and course readings.

Document assumptions, resources consulted, and limitations. Submit via LMS with honor statement. Supervised field hours may count toward capstone portfolios where approved by cohort facilitator.

Discussion Questions

How does **Recruiting** align with Colossians 3:23 ("as to the Lord")?

What secular practice in this field most often conflicts with biblical ethics?

Which prerequisite course or TBM resource best supports this lesson?

How would you teach this topic to a high school dual-enrollment student?

What is one measurable action you will take this week based on this lesson?

Summary and Next Steps

Lesson 2 Summary: We examined **Recruiting** through scripture, vocational standards, and ministry application.

Action item: Complete the module quiz (70% to pass) and begin assignment work if due this week.

Preview: Continue to Lesson 3. Review SPECIALIZATION_SOURCES.md or Kingdom Capital / TBM Marketing docs as listed in your syllabus.

Soli Deo gloria — whether ye eat or drink, or whatsoever ye do, do all to the glory of God (1 Corinthians 10:31).

Historical Figure Spotlight

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Supplemental Reading and Reflection

Assign one chapter from a standard systematic theology textbook or equivalent lecture notes. Summarize the author's definitions, note where Scripture proofs appear, and evaluate whether the Bible truly supports each claim. Theology students must read widely yet judge all teaching by the Word. Write a half-page response connecting supplemental reading to this lesson's theme.

Ministry Case Study

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Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

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Historical Figure Spotlight

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HR-101 — Lesson 3: Interviews

Introduction

Welcome to Lesson 3 of **Human Resources & Biblical Employment** (HR-101). This session explores **Interviews** within the **Track B — Business / Entrepreneur** pathway at Twice Born Ministry Bible School.

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Christian Ethics Integration — Stewardship

The earth is the LORD's, and the fulness thereof (Psalm 24:1, KJV). Every vocation—accounting, medicine, media, or cloud engineering—is borrowed stewardship.

Apply this principle while studying **Interviews**: document ethical decisions, cite KJV where appropriate, and identify when professional practice must yield to conscience.

Core Teaching

Theme: Interviews

A good name is rather to be chosen than great riches (Proverbs 22:1, KJV). Kingdom business ethics begin with reputation rooted in integrity, not merely quarterly metrics.

Whatsoever ye do, do it heartily, as to the Lord, and not unto men (Colossians 3:23, KJV). Vocation—whether pulpit, plumbing, or programming—is worship when offered unto Christ.

Practical Focus

Hiring, culture, and discipline framed by Matthew 18 and work-as-calling theology.

Competency targets for this lesson:

- Define key terms and industry-standard vocabulary at introductory level.
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Exercise 3: Analyze a business case where profit conflicts with truth. Write a decision memo citing Proverbs and course readings.

Document assumptions, resources consulted, and limitations. Submit via LMS with honor statement. Supervised field hours may count toward capstone portfolios where approved by cohort facilitator.

Discussion Questions

How does **Interviews** align with Colossians 3:23 ("as to the Lord")?

What secular practice in this field most often conflicts with biblical ethics?

Which prerequisite course or TBM resource best supports this lesson?

How would you teach this topic to a high school dual-enrollment student?

What is one measurable action you will take this week based on this lesson?

Summary and Next Steps

Lesson 3 Summary: We examined **Interviews** through scripture, vocational standards, and ministry application.

Action item: Complete the module quiz (70% to pass) and begin assignment work if due this week.

Preview: Continue to Lesson 4. Review SPECIALIZATION_SOURCES.md or Kingdom Capital / TBM Marketing docs as listed in your syllabus.

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Historical Figure Spotlight

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Worship Integration

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HR-101 — Lesson 4: Onboarding

Introduction

Welcome to Lesson 4 of **Human Resources & Biblical Employment** (HR-101). This session explores **Onboarding** within the **Track B — Business / Entrepreneur** pathway at Twice Born Ministry Bible School.

This career track applies *Kingdom Capital* (TBM) themes to entrepreneurship without prosperity gospel error. When secular MBA models conflict with Scripture, students learn to choose faithfulness over shortcuts.

This is **Layer 4 — Career Tracks** content at college level (or high school dual-enrollment where noted). The King James Version remains the citation standard for all scripture. Complete BS-FND-100 or listed prerequisites before advanced modules.

Pray for wisdom before studying. Career competence without Christ-centered character produces skilled workers who build on sand. We pursue excellence **as unto the Lord** (Colossians 3:23).

Christian Ethics Integration — Dignity

So God created man in his own image (Genesis 1:27, KJV). Patients, employees, tenants, and citizens bear dignity that policies must protect.

Apply this principle while studying **Onboarding**: document ethical decisions, cite KJV where appropriate, and identify when professional practice must yield to conscience.

Core Teaching

Theme: Onboarding

Whatsoever ye do, do it heartily, as to the Lord, and not unto men (Colossians 3:23, KJV). Vocation—whether pulpit, plumbing, or programming—is worship when offered unto Christ.

No man can serve two masters: ye cannot serve God and mammon (Matthew 6:24, KJV). Financial success without spiritual allegiance is idolatry. Stewardship disciplines keep mammon in its place.

Practical Focus

Hiring, culture, and discipline framed by Matthew 18 and work-as-calling theology.

Competency targets for this lesson:

- Define key terms and industry-standard vocabulary at introductory level.
- Identify biblical principles that govern ethical decisions in this domain.
- Complete hands-on or scenario-based exercises in assignments and quizzes.
- Connect vocational skills to local church ministry or community service where applicable.

Professional Standards

Career track courses prepare students for further education, certification programs, or bi-vocational ministry—they do not replace licensure, trade union apprenticeships, CPA/legal counsel, or seminary ordination tracks unless explicitly stated in prerequisites.

TBM & Catalog Cross-References

- Colossians 3:23 (KJV)

- • BUS-708

Application for Vocation and Ministry

Onboarding should change how you work, lead, serve customers, and witness.

Business practice: Apply lesson concepts to a real or simulated venture. Document decisions in your Kingdom Business journal.

Personal devotion: Write a brief prayer connecting today's vocational theme to Christ's lordship over your schedule, income, and relationships.

Local church: Share one insight with your pastor, deacon team, or small group—especially where bi-vocational ministry applies.

Evangelism: Prepare a 60-second testimony linking honest work or digital stewardship to the gospel hope you profess.

Lab, Scenario, or Field Exercise

Exercise 4: Analyze a business case where profit conflicts with truth. Write a decision memo citing Proverbs and course readings.

Document assumptions, resources consulted, and limitations. Submit via LMS with honor statement. Supervised field hours may count toward capstone portfolios where approved by cohort facilitator.

Discussion Questions

How does **Onboarding** align with Colossians 3:23 ("as to the Lord")?

What secular practice in this field most often conflicts with biblical ethics?

Which prerequisite course or TBM resource best supports this lesson?

How would you teach this topic to a high school dual-enrollment student?

What is one measurable action you will take this week based on this lesson?

Summary and Next Steps

Lesson 4 Summary: We examined **Onboarding** through scripture, vocational standards, and ministry application.

Action item: Complete the module quiz (70% to pass) and begin assignment work if due this week.

Preview: Continue to Lesson 5. Review SPECIALIZATION_SOURCES.md or Kingdom Capital / TBM Marketing docs as listed in your syllabus.

Soli Deo gloria — whether ye eat or drink, or whatsoever ye do, do all to the glory of God (1 Corinthians 10:31).

Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

Ministry Case Study

Imagine a congregant confused about this lesson's topic after watching online teaching that contradicts historic evangelical doctrine. Draft a pastoral response email that (1) expresses empathy, (2) clarifies biblical teaching with two references, (3) invites in-person conversation, and (4) avoids condescension. Pastoral communication is part of theological training, not an optional soft skill.

Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

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Historical Figure Spotlight

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Historical Figure Spotlight

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Historical Figure Spotlight

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Supplemental Reading and Reflection

Assign one chapter from a standard systematic theology textbook or equivalent lecture notes. Summarize the author's definitions, note where Scripture proofs appear, and evaluate whether the Bible truly supports each claim. Theology students must read widely yet judge all teaching by the Word. Write a half-page response connecting supplemental reading to this lesson's theme.

Supplemental Reading and Reflection

Assign one chapter from a standard systematic theology textbook or equivalent lecture notes. Summarize the author's definitions, note where Scripture proofs appear, and evaluate whether the Bible truly supports each claim. Theology students must read widely yet judge all teaching by the Word. Write a half-page response connecting supplemental reading to this lesson's theme.

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HR-101 — Lesson 5: Performance Reviews

Introduction

Welcome to Lesson 5 of **Human Resources & Biblical Employment** (HR-101). This session explores **Performance Reviews** within the **Track B — Business / Entrepreneur** pathway at Twice Born Ministry Bible School.

This career track applies *Kingdom Capital* (TBM) themes to entrepreneurship without prosperity gospel error. When secular MBA models conflict with Scripture, students learn to choose faithfulness over shortcuts.

This is **Layer 4 — Career Tracks** content at college level (or high school dual-enrollment where noted). The King James Version remains the citation standard for all scripture. Complete BS-FND-100 or listed prerequisites before advanced modules.

Pray for wisdom before studying. Career competence without Christ-centered character produces skilled workers who build on sand. We pursue excellence **as unto the Lord** (Colossians 3:23).

Christian Ethics Integration — Justice

He hath shewed thee, O man, what is good; to do justly, and to love mercy (Micah 6:8, KJV). Legal and policy study serves neighbor-love, not partisan idolatry.

Apply this principle while studying **Performance Reviews**: document ethical decisions, cite KJV where appropriate, and identify when professional practice must yield to conscience.

Core Teaching

Theme: Performance Reviews

A good name is rather to be chosen than great riches (Proverbs 22:1, KJV). Kingdom business ethics begin with reputation rooted in integrity, not merely quarterly metrics.

Whatsoever ye do, do it heartily, as to the Lord, and not unto men (Colossians 3:23, KJV). Vocation—whether pulpit, plumbing, or programming—is worship when offered unto Christ.

Practical Focus

Hiring, culture, and discipline framed by Matthew 18 and work-as-calling theology.

Competency targets for this lesson:

- Define key terms and industry-standard vocabulary at introductory level.
- Identify biblical principles that govern ethical decisions in this domain.
- Complete hands-on or scenario-based exercises in assignments and quizzes.
- Connect vocational skills to local church ministry or community service where applicable.

Professional Standards

Career track courses prepare students for further education, certification programs, or bi-vocational ministry—they do not replace licensure, trade union apprenticeships, CPA/legal counsel, or seminary ordination tracks unless explicitly stated in prerequisites.

TBM & Catalog Cross-References

- Colossians 3:23 (KJV)
- • BUS-708

Application for Vocation and Ministry

Performance Reviews should change how you work, lead, serve customers, and witness.

Business practice: Apply lesson concepts to a real or simulated venture. Document decisions in your Kingdom Business journal.

Personal devotion: Write a brief prayer connecting today's vocational theme to Christ's lordship over your schedule, income, and relationships.

Local church: Share one insight with your pastor, deacon team, or small group—especially where bi-vocational ministry applies.

Evangelism: Prepare a 60-second testimony linking honest work or digital stewardship to the gospel hope you profess.

Lab, Scenario, or Field Exercise

Exercise 5: Analyze a business case where profit conflicts with truth. Write a decision memo citing Proverbs and course readings.

Document assumptions, resources consulted, and limitations. Submit via LMS with honor statement. Supervised field hours may count toward capstone portfolios where approved by cohort facilitator.

Discussion Questions

How does **Performance Reviews** align with Colossians 3:23 ("as to the Lord")?

What secular practice in this field most often conflicts with biblical ethics?

Which prerequisite course or TBM resource best supports this lesson?

How would you teach this topic to a high school dual-enrollment student?

What is one measurable action you will take this week based on this lesson?

Summary and Next Steps

Lesson 5 Summary: We examined **Performance Reviews** through scripture, vocational standards, and ministry application.

Action item: Complete the module quiz (70% to pass) and begin assignment work if due this week.

Preview: Continue to Lesson 6. Review SPECIALIZATION_SOURCES.md or Kingdom Capital / TBM Marketing docs as listed in your syllabus.

Soli Deo gloria — whether ye eat or drink, or whatsoever ye do, do all to the glory of God (1 Corinthians 10:31).

Ministry Case Study

Imagine a congregant confused about this lesson's topic after watching online teaching that contradicts historic evangelical doctrine. Draft a pastoral response email that (1) expresses empathy, (2) clarifies biblical teaching with two references, (3) invites in-person conversation, and (4) avoids condescension. Pastoral communication is part of theological training, not an optional soft skill.

Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

Ministry Case Study

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Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

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Supplemental Reading and Reflection

Assign one chapter from a standard systematic theology textbook or equivalent lecture notes. Summarize the author's definitions, note where Scripture proofs appear, and evaluate whether the Bible truly supports each claim. Theology students must read widely yet judge all teaching by the Word. Write a half-page response connecting supplemental reading to this lesson's theme.

Ministry Case Study

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Historical Figure Spotlight

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HR-101 — Lesson 6: Discipline and Matthew 18

Introduction

Welcome to Lesson 6 of **Human Resources & Biblical Employment** (HR-101). This session explores **Discipline and Matthew 18** within the **Track B — Business / Entrepreneur** pathway at Twice Born Ministry Bible School.

This career track applies *Kingdom Capital* (TBM) themes to entrepreneurship without prosperity gospel error. When secular MBA models conflict with Scripture, students learn to choose faithfulness over shortcuts.

This is **Layer 4 — Career Tracks** content at college level (or high school dual-enrollment where noted). The King James Version remains the citation standard for all scripture. Complete BS-FND-100 or listed prerequisites before advanced modules.

Pray for wisdom before studying. Career competence without Christ-centered character produces skilled workers who build on sand. We pursue excellence **as unto the Lord** (Colossians 3:23).

Christian Ethics Integration — Stewardship

The earth is the LORD's, and the fulness thereof (Psalm 24:1, KJV). Every vocation—accounting, medicine, media, or cloud engineering—is borrowed stewardship.

Apply this principle while studying **Discipline and Matthew 18**: document ethical decisions, cite KJV where appropriate, and identify when professional practice must yield to conscience.

Core Teaching

Theme: Discipline and Matthew 18

Whatsoever ye do, do it heartily, as to the Lord, and not unto men (Colossians 3:23, KJV). Vocation—whether pulpit, plumbing, or programming—is worship when offered unto Christ.

No man can serve two masters: ye cannot serve God and mammon (Matthew 6:24, KJV). Financial success without spiritual allegiance is idolatry. Stewardship disciplines keep mammon in its place.

Practical Focus

Hiring, culture, and discipline framed by Matthew 18 and work-as-calling theology.

Competency targets for this lesson:

- Define key terms and industry-standard vocabulary at introductory level.
- Identify biblical principles that govern ethical decisions in this domain.
- Complete hands-on or scenario-based exercises in assignments and quizzes.
- Connect vocational skills to local church ministry or community service where applicable.

Professional Standards

Career track courses prepare students for further education, certification programs, or bi-vocational ministry—they do not replace licensure, trade union apprenticeships, CPA/legal counsel, or seminary ordination tracks unless explicitly stated in prerequisites.

TBM & Catalog Cross-References

- Colossians 3:23 (KJV)
- • BUS-708

Application for Vocation and Ministry

Discipline and Matthew 18 should change how you work, lead, serve customers, and witness.

Business practice: Apply lesson concepts to a real or simulated venture. Document decisions in your Kingdom Business journal.

Personal devotion: Write a brief prayer connecting today's vocational theme to Christ's lordship over your schedule, income, and relationships.

Local church: Share one insight with your pastor, deacon team, or small group—especially where bi-vocational ministry applies.

Evangelism: Prepare a 60-second testimony linking honest work or digital stewardship to the gospel hope you profess.

Lab, Scenario, or Field Exercise

Exercise 6: Analyze a business case where profit conflicts with truth. Write a decision memo citing Proverbs and course readings.

Document assumptions, resources consulted, and limitations. Submit via LMS with honor statement. Supervised field hours may count toward capstone portfolios where approved by cohort facilitator.

Discussion Questions

How does **Discipline and Matthew 18** align with Colossians 3:23 ("as to the Lord")?

What secular practice in this field most often conflicts with biblical ethics?

Which prerequisite course or TBM resource best supports this lesson?

How would you teach this topic to a high school dual-enrollment student?

What is one measurable action you will take this week based on this lesson?

Summary and Next Steps

Lesson 6 Summary: We examined **Discipline and Matthew 18** through scripture, vocational standards, and ministry application.

Action item: Complete the module quiz (70% to pass) and begin assignment work if due this week.

Preview: Continue to Lesson 7. Review SPECIALIZATION_SOURCES.md or Kingdom Capital / TBM Marketing docs as listed in your syllabus.

Soli Deo gloria — whether ye eat or drink, or whatsoever ye do, do all to the glory of God (1 Corinthians 10:31).

Supplemental Reading and Reflection

Assign one chapter from a standard systematic theology textbook or equivalent lecture notes. Summarize the author's definitions, note where Scripture proofs appear, and evaluate whether the Bible truly supports each claim. Theology students must read widely yet judge all teaching by the Word. Write a half-page response connecting supplemental reading to this lesson's theme.

Ministry Case Study

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Historical Figure Spotlight

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Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

Historical Figure Spotlight

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Supplemental Reading and Reflection

Assign one chapter from a standard systematic theology textbook or equivalent lecture notes. Summarize the author's definitions, note where Scripture proofs appear, and evaluate whether the Bible truly supports each claim. Theology students must read widely yet judge all teaching by the Word. Write a half-page response connecting supplemental reading to this lesson's theme.

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Supplemental Reading and Reflection

Assign one chapter from a standard systematic theology textbook or equivalent lecture notes. Summarize the author's definitions, note where Scripture proofs appear, and evaluate whether the Bible truly supports each claim. Theology students must read widely yet judge all teaching by the Word. Write a half-page response connecting supplemental reading to this lesson's theme.

HR-101 — Lesson 7: Benefits

Introduction

Welcome to Lesson 7 of **Human Resources & Biblical Employment** (HR-101). This session explores **Benefits** within the **Track B — Business / Entrepreneur** pathway at Twice Born Ministry Bible School.

This career track applies *Kingdom Capital* (TBM) themes to entrepreneurship without prosperity gospel error. When secular MBA models conflict with Scripture, students learn to choose faithfulness over shortcuts.

This is **Layer 4 — Career Tracks** content at college level (or high school dual-enrollment where noted). The King James Version remains the citation standard for all scripture. Complete BS-FND-100 or listed prerequisites before advanced modules.

Pray for wisdom before studying. Career competence without Christ-centered character produces skilled workers who build on sand. We pursue excellence **as unto the Lord** (Colossians 3:23).

Christian Ethics Integration — Dignity

So God created man in his own image (Genesis 1:27, KJV). Patients, employees, tenants, and citizens bear dignity that policies must protect.

Apply this principle while studying **Benefits**: document ethical decisions, cite KJV where appropriate, and identify when professional practice must yield to conscience.

Core Teaching

Theme: Benefits

Whatsoever ye do, do it heartily, as to the Lord, and not unto men (Colossians 3:23, KJV). Vocation—whether pulpit, plumbing, or programming—is worship when offered unto Christ.

No man can serve two masters: ye cannot serve God and mammon (Matthew 6:24, KJV). Financial success without spiritual allegiance is idolatry. Stewardship disciplines keep mammon in its place.

Practical Focus

Hiring, culture, and discipline framed by Matthew 18 and work-as-calling theology.

Competency targets for this lesson:

- Define key terms and industry-standard vocabulary at introductory level.
- Identify biblical principles that govern ethical decisions in this domain.
- Complete hands-on or scenario-based exercises in assignments and quizzes.
- Connect vocational skills to local church ministry or community service where applicable.

Professional Standards

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TBM & Catalog Cross-References

- Colossians 3:23 (KJV)
- • BUS-708

Application for Vocation and Ministry

Benefits should change how you work, lead, serve customers, and witness.

Business practice: Apply lesson concepts to a real or simulated venture. Document decisions in your Kingdom Business journal.

Personal devotion: Write a brief prayer connecting today's vocational theme to Christ's lordship over your schedule, income, and relationships.

Local church: Share one insight with your pastor, deacon team, or small group—especially where bi-vocational ministry applies.

Evangelism: Prepare a 60-second testimony linking honest work or digital stewardship to the gospel hope you profess.

Lab, Scenario, or Field Exercise

Exercise 7: Analyze a business case where profit conflicts with truth. Write a decision memo citing Proverbs and course readings.

Document assumptions, resources consulted, and limitations. Submit via LMS with honor statement. Supervised field hours may count toward capstone portfolios where approved by cohort facilitator.

Discussion Questions

How does **Benefits** align with Colossians 3:23 ("as to the Lord")?

What secular practice in this field most often conflicts with biblical ethics?

Which prerequisite course or TBM resource best supports this lesson?

How would you teach this topic to a high school dual-enrollment student?

What is one measurable action you will take this week based on this lesson?

Summary and Next Steps

Lesson 7 Summary: We examined **Benefits** through scripture, vocational standards, and ministry application.

Action item: Complete the module quiz (70% to pass) and begin assignment work if due this week.

Preview: Continue to Lesson 8. Review SPECIALIZATION_SOURCES.md or Kingdom Capital / TBM Marketing docs as listed in your syllabus.

Soli Deo gloria — whether ye eat or drink, or whatsoever ye do, do all to the glory of God (1 Corinthians 10:31).

Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

Ministry Case Study

Imagine a congregant confused about this lesson's topic after watching online teaching that contradicts historic evangelical doctrine. Draft a pastoral response email that (1) expresses empathy, (2) clarifies biblical teaching with two references, (3) invites in-person conversation, and (4) avoids condescension. Pastoral communication is part of theological training, not an optional soft skill.

Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

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Historical Figure Spotlight

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Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

Supplemental Reading and Reflection

Assign one chapter from a standard systematic theology textbook or equivalent lecture notes. Summarize the author's definitions, note where Scripture proofs appear, and evaluate whether the Bible truly supports each claim. Theology students must read widely yet judge all teaching by the Word. Write a half-page response connecting supplemental reading to this lesson's theme.

Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

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Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

HR-101 — Lesson 8: Compliance Intro

Introduction

Welcome to Lesson 8 of **Human Resources & Biblical Employment** (HR-101). This session explores **Compliance Intro** within the **Track B — Business / Entrepreneur** pathway at Twice Born Ministry Bible School.

This career track applies *Kingdom Capital* (TBM) themes to entrepreneurship without prosperity gospel error. When secular MBA models conflict with Scripture, students learn to choose faithfulness over shortcuts.

This is **Layer 4 — Career Tracks** content at college level (or high school dual-enrollment where noted). The King James Version remains the citation standard for all scripture. Complete BS-FND-100 or listed prerequisites before advanced modules.

Pray for wisdom before studying. Career competence without Christ-centered character produces skilled workers who build on sand. We pursue excellence **as unto the Lord** (Colossians 3:23).

Christian Ethics Integration — Justice

He hath shewed thee, O man, what is good; to do justly, and to love mercy (Micah 6:8, KJV). Legal and policy study serves neighbor-love, not partisan idolatry.

Apply this principle while studying **Compliance Intro**: document ethical decisions, cite KJV where appropriate, and identify when professional practice must yield to conscience.

Core Teaching

Theme: Compliance Intro

No man can serve two masters: ye cannot serve God and mammon (Matthew 6:24, KJV). Financial success without spiritual allegiance is idolatry. Stewardship disciplines keep mammon in its place.

A good name is rather to be chosen than great riches (Proverbs 22:1, KJV). Kingdom business ethics begin with reputation rooted in integrity, not merely quarterly metrics.

Practical Focus

Hiring, culture, and discipline framed by Matthew 18 and work-as-calling theology.

Competency targets for this lesson:

- Define key terms and industry-standard vocabulary at introductory level.
- Identify biblical principles that govern ethical decisions in this domain.
- Complete hands-on or scenario-based exercises in assignments and quizzes.
- Connect vocational skills to local church ministry or community service where applicable.

Professional Standards

Career track courses prepare students for further education, certification programs, or bi-vocational ministry—they do not replace licensure, trade union apprenticeships, CPA/legal counsel, or seminary ordination tracks unless explicitly stated in prerequisites.

TBM & Catalog Cross-References

- Colossians 3:23 (KJV)
- • BUS-708

Application for Vocation and Ministry

Compliance Intro should change how you work, lead, serve customers, and witness.

Business practice: Apply lesson concepts to a real or simulated venture. Document decisions in your Kingdom Business journal.

Personal devotion: Write a brief prayer connecting today's vocational theme to Christ's lordship over your schedule, income, and relationships.

Local church: Share one insight with your pastor, deacon team, or small group—especially where bi-vocational ministry applies.

Evangelism: Prepare a 60-second testimony linking honest work or digital stewardship to the gospel hope you profess.

Lab, Scenario, or Field Exercise

Exercise 8: Analyze a business case where profit conflicts with truth. Write a decision memo citing Proverbs and course readings.

Document assumptions, resources consulted, and limitations. Submit via LMS with honor statement. Supervised field hours may count toward capstone portfolios where approved by cohort facilitator.

Discussion Questions

How does **Compliance Intro** align with Colossians 3:23 ("as to the Lord")?

What secular practice in this field most often conflicts with biblical ethics?

Which prerequisite course or TBM resource best supports this lesson?

How would you teach this topic to a high school dual-enrollment student?

What is one measurable action you will take this week based on this lesson?

Summary and Next Steps

Lesson 8 Summary: We examined **Compliance Intro** through scripture, vocational standards, and ministry application.

Action item: Complete the module quiz (70% to pass) and begin assignment work if due this week.

Preview: Continue to Lesson 9. Review SPECIALIZATION_SOURCES.md or Kingdom Capital / TBM Marketing docs as listed in your syllabus.

Soli Deo gloria — whether ye eat or drink, or whatsoever ye do, do all to the glory of God (1 Corinthians 10:31).

Ministry Case Study

Imagine a congregant confused about this lesson's topic after watching online teaching that contradicts historic evangelical doctrine. Draft a pastoral response email that (1) expresses empathy, (2) clarifies biblical teaching with two references, (3) invites in-person conversation, and (4) avoids condescension. Pastoral communication is part of theological training, not an optional soft skill.

Supplemental Reading and Reflection

Assign one chapter from a standard systematic theology textbook or equivalent lecture notes. Summarize the author's definitions, note where Scripture proofs appear, and evaluate whether the Bible truly supports each claim. Theology students must read widely yet judge all teaching by the Word. Write a half-page response connecting supplemental reading to this lesson's theme.

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Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

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Historical Figure Spotlight

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Worship Integration

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Worship Integration

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HR-101 — Lesson 9: Remote Work Ethics

Introduction

Welcome to Lesson 9 of **Human Resources & Biblical Employment** (HR-101). This session explores **Remote Work Ethics** within the **Track B — Business / Entrepreneur** pathway at Twice Born Ministry Bible School.

This career track applies *Kingdom Capital* (TBM) themes to entrepreneurship without prosperity gospel error. When secular MBA models conflict with Scripture, students learn to choose faithfulness over shortcuts.

This is **Layer 4 — Career Tracks** content at college level (or high school dual-enrollment where noted). The King James Version remains the citation standard for all scripture. Complete BS-FND-100 or listed prerequisites before advanced modules.

Pray for wisdom before studying. Career competence without Christ-centered character produces skilled workers who build on sand. We pursue excellence **as unto the Lord** (Colossians 3:23).

Christian Ethics Integration — Stewardship

The earth is the LORD's, and the fulness thereof (Psalm 24:1, KJV). Every vocation—accounting, medicine, media, or cloud engineering—is borrowed stewardship.

Apply this principle while studying **Remote Work Ethics**: document ethical decisions, cite KJV where appropriate, and identify when professional practice must yield to conscience.

Core Teaching

Theme: Remote Work Ethics

A good name is rather to be chosen than great riches (Proverbs 22:1, KJV). Kingdom business ethics begin with reputation rooted in integrity, not merely quarterly metrics.

No man can serve two masters: ye cannot serve God and mammon (Matthew 6:24, KJV). Financial success without spiritual allegiance is idolatry. Stewardship disciplines keep mammon in its place.

Practical Focus

Hiring, culture, and discipline framed by Matthew 18 and work-as-calling theology.

Competency targets for this lesson:

- Define key terms and industry-standard vocabulary at introductory level.
- Identify biblical principles that govern ethical decisions in this domain.
- Complete hands-on or scenario-based exercises in assignments and quizzes.
- Connect vocational skills to local church ministry or community service where applicable.

Professional Standards

Career track courses prepare students for further education, certification programs, or bi-vocational ministry—they do not replace licensure, trade union apprenticeships, CPA/legal counsel, or seminary ordination tracks unless explicitly stated in prerequisites.

TBM & Catalog Cross-References

- Colossians 3:23 (KJV)

- • BUS-708

Application for Vocation and Ministry

Remote Work Ethics should change how you work, lead, serve customers, and witness.

Business practice: Apply lesson concepts to a real or simulated venture. Document decisions in your Kingdom Business journal.

Personal devotion: Write a brief prayer connecting today's vocational theme to Christ's lordship over your schedule, income, and relationships.

Local church: Share one insight with your pastor, deacon team, or small group—especially where bi-vocational ministry applies.

Evangelism: Prepare a 60-second testimony linking honest work or digital stewardship to the gospel hope you profess.

Lab, Scenario, or Field Exercise

Exercise 9: Analyze a business case where profit conflicts with truth. Write a decision memo citing Proverbs and course readings.

Document assumptions, resources consulted, and limitations. Submit via LMS with honor statement. Supervised field hours may count toward capstone portfolios where approved by cohort facilitator.

Discussion Questions

How does **Remote Work Ethics** align with Colossians 3:23 ("as to the Lord")?

What secular practice in this field most often conflicts with biblical ethics?

Which prerequisite course or TBM resource best supports this lesson?

How would you teach this topic to a high school dual-enrollment student?

What is one measurable action you will take this week based on this lesson?

Summary and Next Steps

Lesson 9 Summary: We examined **Remote Work Ethics** through scripture, vocational standards, and ministry application.

Action item: Complete the module quiz (70% to pass) and begin assignment work if due this week.

Preview: Continue to Lesson 10. Review SPECIALIZATION_SOURCES.md or Kingdom Capital / TBM Marketing docs as listed in your syllabus.

Soli Deo gloria — whether ye eat or drink, or whatsoever ye do, do all to the glory of God (1 Corinthians 10:31).

Supplemental Reading and Reflection

Assign one chapter from a standard systematic theology textbook or equivalent lecture notes. Summarize the author's definitions, note where Scripture proofs appear, and evaluate whether the Bible truly supports each claim. Theology students must read widely yet judge all teaching by the Word. Write a half-page response connecting supplemental reading to this lesson's theme.

Ministry Case Study

Imagine a congregant confused about this lesson's topic after watching online teaching that contradicts historic evangelical doctrine. Draft a pastoral response email that (1) expresses empathy, (2) clarifies biblical teaching with two references, (3) invites in-person conversation, and (4) avoids condescension. Pastoral communication is part of theological training, not an optional soft skill.

Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

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Historical Figure Spotlight

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Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

HR-101 — Lesson 10: Church Staff HR

Introduction

Welcome to Lesson 10 of **Human Resources & Biblical Employment** (HR-101). This session explores **Church Staff HR** within the **Track B — Business / Entrepreneur** pathway at Twice Born Ministry Bible School.

This career track applies *Kingdom Capital* (TBM) themes to entrepreneurship without prosperity gospel error. When secular MBA models conflict with Scripture, students learn to choose faithfulness over shortcuts.

This is **Layer 4 — Career Tracks** content at college level (or high school dual-enrollment where noted). The King James Version remains the citation standard for all scripture. Complete BS-FND-100 or listed prerequisites before advanced modules.

Pray for wisdom before studying. Career competence without Christ-centered character produces skilled workers who build on sand. We pursue excellence **as unto the Lord** (Colossians 3:23).

Christian Ethics Integration — Dignity

So God created man in his own image (Genesis 1:27, KJV). Patients, employees, tenants, and citizens bear dignity that policies must protect.

Apply this principle while studying **Church Staff HR**: document ethical decisions, cite KJV where appropriate, and identify when professional practice must yield to conscience.

Core Teaching

Theme: Church Staff HR

No man can serve two masters: ye cannot serve God and mammon (Matthew 6:24, KJV). Financial success without spiritual allegiance is idolatry. Stewardship disciplines keep mammon in its place.

A good name is rather to be chosen than great riches (Proverbs 22:1, KJV). Kingdom business ethics begin with reputation rooted in integrity, not merely quarterly metrics.

Practical Focus

Hiring, culture, and discipline framed by Matthew 18 and work-as-calling theology.

Competency targets for this lesson:

- Define key terms and industry-standard vocabulary at introductory level.
- Identify biblical principles that govern ethical decisions in this domain.
- Complete hands-on or scenario-based exercises in assignments and quizzes.
- Connect vocational skills to local church ministry or community service where applicable.

Professional Standards

Career track courses prepare students for further education, certification programs, or bi-vocational ministry—they do not replace licensure, trade union apprenticeships, CPA/legal counsel, or seminary ordination tracks unless explicitly stated in prerequisites.

TBM & Catalog Cross-References

- Colossians 3:23 (KJV)
- • BUS-708

Application for Vocation and Ministry

Church Staff HR should change how you work, lead, serve customers, and witness.

Business practice: Apply lesson concepts to a real or simulated venture. Document decisions in your Kingdom Business journal.

Personal devotion: Write a brief prayer connecting today's vocational theme to Christ's lordship over your schedule, income, and relationships.

Local church: Share one insight with your pastor, deacon team, or small group—especially where bi-vocational ministry applies.

Evangelism: Prepare a 60-second testimony linking honest work or digital stewardship to the gospel hope you profess.

Lab, Scenario, or Field Exercise

Exercise 10: Analyze a business case where profit conflicts with truth. Write a decision memo citing Proverbs and course readings.

Document assumptions, resources consulted, and limitations. Submit via LMS with honor statement. Supervised field hours may count toward capstone portfolios where approved by cohort facilitator.

Discussion Questions

How does **Church Staff HR** align with Colossians 3:23 ("as to the Lord")?

What secular practice in this field most often conflicts with biblical ethics?

Which prerequisite course or TBM resource best supports this lesson?

How would you teach this topic to a high school dual-enrollment student?

What is one measurable action you will take this week based on this lesson?

Summary and Next Steps

Lesson 10 Summary: We examined **Church Staff HR** through scripture, vocational standards, and ministry application.

Action item: Complete the module quiz (70% to pass) and begin assignment work if due this week.

Preview: Continue to Lesson 11. Review SPECIALIZATION_SOURCES.md or Kingdom Capital / TBM Marketing docs as listed in your syllabus.

Soli Deo gloria — whether ye eat or drink, or whatsoever ye do, do all to the glory of God (1 Corinthians 10:31).

Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

Ministry Case Study

Imagine a congregant confused about this lesson's topic after watching online teaching that contradicts historic evangelical doctrine. Draft a pastoral response email that (1) expresses empathy, (2) clarifies biblical teaching with two references, (3) invites in-person conversation, and (4) avoids condescension. Pastoral communication is part of theological training, not an optional soft skill.

Supplemental Reading and Reflection

Assign one chapter from a standard systematic theology textbook or equivalent lecture notes. Summarize the author's definitions, note where Scripture proofs appear, and evaluate whether the Bible truly supports each claim. Theology students must read widely yet judge all teaching by the Word. Write a half-page response connecting supplemental reading to this lesson's theme.

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Worship Integration

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HR-101 — Lesson 11: Termination with Compassion

Introduction

Welcome to Lesson 11 of **Human Resources & Biblical Employment** (HR-101). This session explores **Termination with Compassion** within the **Track B — Business / Entrepreneur** pathway at Twice Born Ministry Bible School.

This career track applies *Kingdom Capital* (TBM) themes to entrepreneurship without prosperity gospel error. When secular MBA models conflict with Scripture, students learn to choose faithfulness over shortcuts.

This is **Layer 4 — Career Tracks** content at college level (or high school dual-enrollment where noted). The King James Version remains the citation standard for all scripture. Complete BS-FND-100 or listed prerequisites before advanced modules.

Pray for wisdom before studying. Career competence without Christ-centered character produces skilled workers who build on sand. We pursue excellence **as unto the Lord** (Colossians 3:23).

Christian Ethics Integration — Justice

He hath shewed thee, O man, what is good; to do justly, and to love mercy (Micah 6:8, KJV). Legal and policy study serves neighbor-love, not partisan idolatry.

Apply this principle while studying **Termination with Compassion**: document ethical decisions, cite KJV where appropriate, and identify when professional practice must yield to conscience.

Core Teaching

Theme: Termination with Compassion

A good name is rather to be chosen than great riches (Proverbs 22:1, KJV). Kingdom business ethics begin with reputation rooted in integrity, not merely quarterly metrics.

No man can serve two masters: ye cannot serve God and mammon (Matthew 6:24, KJV). Financial success without spiritual allegiance is idolatry. Stewardship disciplines keep mammon in its place.

Practical Focus

Hiring, culture, and discipline framed by Matthew 18 and work-as-calling theology.

Competency targets for this lesson:

- Define key terms and industry-standard vocabulary at introductory level.
- Identify biblical principles that govern ethical decisions in this domain.
- Complete hands-on or scenario-based exercises in assignments and quizzes.
- Connect vocational skills to local church ministry or community service where applicable.

Professional Standards

Career track courses prepare students for further education, certification programs, or bi-vocational ministry—they do not replace licensure, trade union apprenticeships, CPA/legal counsel, or seminary ordination tracks unless explicitly stated in prerequisites.

TBM & Catalog Cross-References

- Colossians 3:23 (KJV)
- • BUS-708

Application for Vocation and Ministry

Termination with Compassion should change how you work, lead, serve customers, and witness.

Business practice: Apply lesson concepts to a real or simulated venture. Document decisions in your Kingdom Business journal.

Personal devotion: Write a brief prayer connecting today's vocational theme to Christ's lordship over your schedule, income, and relationships.

Local church: Share one insight with your pastor, deacon team, or small group—especially where bi-vocational ministry applies.

Evangelism: Prepare a 60-second testimony linking honest work or digital stewardship to the gospel hope you profess.

Lab, Scenario, or Field Exercise

Exercise 11: Analyze a business case where profit conflicts with truth. Write a decision memo citing Proverbs and course readings.

Document assumptions, resources consulted, and limitations. Submit via LMS with honor statement. Supervised field hours may count toward capstone portfolios where approved by cohort facilitator.

Discussion Questions

How does **Termination with Compassion** align with Colossians 3:23 ("as to the Lord")?

What secular practice in this field most often conflicts with biblical ethics?

Which prerequisite course or TBM resource best supports this lesson?

How would you teach this topic to a high school dual-enrollment student?

What is one measurable action you will take this week based on this lesson?

Summary and Next Steps

Lesson 11 Summary: We examined **Termination with Compassion** through scripture, vocational standards, and ministry application.

Action item: Complete the module quiz (70% to pass) and begin assignment work if due this week.

Preview: Continue to Lesson 12. Review SPECIALIZATION_SOURCES.md or Kingdom Capital / TBM Marketing docs as listed in your syllabus.

Soli Deo gloria — whether ye eat or drink, or whatsoever ye do, do all to the glory of God (1 Corinthians 10:31).

Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

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Supplemental Reading and Reflection

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Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

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HR-101 — Lesson 12: Capstone: Employee Handbook Outline

Introduction

Welcome to Lesson 12 of **Human Resources & Biblical Employment** (HR-101). This session explores **Capstone: Employee Handbook Outline** within the **Track B — Business / Entrepreneur** pathway at Twice Born Ministry Bible School.

This career track applies *Kingdom Capital* (TBM) themes to entrepreneurship without prosperity gospel error. When secular MBA models conflict with Scripture, students learn to choose faithfulness over shortcuts.

This is **Layer 4 — Career Tracks** content at college level (or high school dual-enrollment where noted). The King James Version remains the citation standard for all scripture. Complete BS-FND-100 or listed prerequisites before advanced modules.

Pray for wisdom before studying. Career competence without Christ-centered character produces skilled workers who build on sand. We pursue excellence **as unto the Lord** (Colossians 3:23).

Christian Ethics Integration — Stewardship

The earth is the LORD's, and the fulness thereof (Psalm 24:1, KJV). Every vocation—accounting, medicine, media, or cloud engineering—is borrowed stewardship.

Apply this principle while studying **Capstone: Employee Handbook Outline**: document ethical decisions, cite KJV where appropriate, and identify when professional practice must yield to conscience.

Core Teaching

Theme: Capstone: Employee Handbook Outline

A good name is rather to be chosen than great riches (Proverbs 22:1, KJV). Kingdom business ethics begin with reputation rooted in integrity, not merely quarterly metrics.

No man can serve two masters: ye cannot serve God and mammon (Matthew 6:24, KJV). Financial success without spiritual allegiance is idolatry. Stewardship disciplines keep mammon in its place.

Practical Focus

Hiring, culture, and discipline framed by Matthew 18 and work-as-calling theology.

Competency targets for this lesson:

- Define key terms and industry-standard vocabulary at introductory level.
- Identify biblical principles that govern ethical decisions in this domain.
- Complete hands-on or scenario-based exercises in assignments and quizzes.
- Connect vocational skills to local church ministry or community service where applicable.

Professional Standards

Career track courses prepare students for further education, certification programs, or bi-vocational ministry—they do not replace licensure, trade union apprenticeships, CPA/legal counsel, or seminary ordination tracks unless explicitly stated in prerequisites.

TBM & Catalog Cross-References

- Colossians 3:23 (KJV)
- • BUS-708

Application for Vocation and Ministry

Capstone: Employee Handbook Outline should change how you work, lead, serve customers, and witness.

Business practice: Apply lesson concepts to a real or simulated venture. Document decisions in your Kingdom Business journal.

Personal devotion: Write a brief prayer connecting today's vocational theme to Christ's lordship over your schedule, income, and relationships.

Local church: Share one insight with your pastor, deacon team, or small group—especially where bi-vocational ministry applies.

Evangelism: Prepare a 60-second testimony linking honest work or digital stewardship to the gospel hope you profess.

Lab, Scenario, or Field Exercise

Exercise 12: Analyze a business case where profit conflicts with truth. Write a decision memo citing Proverbs and course readings.

Document assumptions, resources consulted, and limitations. Submit via LMS with honor statement. Supervised field hours may count toward capstone portfolios where approved by cohort facilitator.

Discussion Questions

How does **Capstone: Employee Handbook Outline** align with Colossians 3:23 ("as to the Lord")?

What secular practice in this field most often conflicts with biblical ethics?

Which prerequisite course or TBM resource best supports this lesson?

How would you teach this topic to a high school dual-enrollment student?

What is one measurable action you will take this week based on this lesson?

Summary and Next Steps

Lesson 12 Summary: We examined **Capstone: Employee Handbook Outline** through scripture, vocational standards, and ministry application.

Action item: Complete the module quiz (70% to pass) and begin assignment work if due this week.

Preview: Continue to the capstone module. Review SPECIALIZATION_SOURCES.md or Kingdom Capital / TBM Marketing docs as listed in your syllabus.

Soli Deo gloria — whether ye eat or drink, or whatsoever ye do, do all to the glory of God (1 Corinthians 10:31).

Supplemental Reading and Reflection

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Worship Integration

Select a hymn or worship song rich in biblical doctrine (e.g., "Holy, Holy, Holy," "And Can It Be," "A Mighty Fortress"). Analyze its lyrics for theological accuracy in light of this lesson. Lead family worship using that hymn, reading one supporting passage before singing. Theology should enliven corporate praise, not remain abstract.

Historical Figure Spotlight

Research one defender of orthodoxy related to this doctrine—Augustine, Athanasius, Luther, Calvin, Spurgeon, or a modern missionary martyr. Write 150 words on how their context shaped their emphasis. Standing on their shoulders, we inherit confessions forged in controversy. Imitate their courage and Scripture saturation, not necessarily every cultural application.

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Appendix A — Assignments

Week 01

Week 01 Assignment — Reflection Journal

Course: HR-101 · Human Resources & Biblical Employment

Week focus: HR-101 — Lesson 1: Work as Calling

Learning objective (Bloom's taxonomy)

Students will **analyze** course content from **HR-101 — Lesson 1: Work as Calling** with KJV integration and measurable evidence in the submission.

Task

Analyze: Write a 300–500 word reflection on **HR-101 — Lesson 1: Work as Calling**. Include at least two KJV citations and one personal application.

Submit: Text via LMS assignment form. PDF upload optional for longer work.

Grading

Grading mode: Auto-grade eligible (written text).

Pass: 70%

Rubric (100 points)

Auto-grade hints

Keywords for automated pre-check: KJV, Christ, Scripture, God, Lesson, Calling

Week 02

Week 02 Assignment — Memory Verse Application

Course: HR-101 · Human Resources & Biblical Employment

Week focus: HR-101 — Lesson 2: Recruiting

Learning objective (Bloom's taxonomy)

Students will **apply** course content from **HR-101 — Lesson 2: Recruiting** with KJV integration and measurable evidence in the submission.

Task

Apply: Recite this week's memory verse from memory, then write 250 words explaining how it applies to daily discipleship.

Submit: Text via LMS assignment form. PDF upload optional for longer work.

Grading

Grading mode: Auto-grade eligible (written text).

Pass: 70%

Rubric (100 points)

Auto-grade hints

Keywords for automated pre-check: KJV, Christ, Scripture, God, Lesson, Recruiting

Week 03

Week 03 Assignment — Expository Outline

Course: HR-101 · Human Resources & Biblical Employment

Week focus: HR-101 — Lesson 3: Interviews

Learning objective (Bloom's taxonomy)

Students will **outline** course content from **HR-101 — Lesson 3: Interviews** with KJV integration and measurable evidence in the submission.

Task

Outline: Produce a structured outline (400+ words) for the main passage in **HR-101 — Lesson 3: Interviews**. Include pericope titles and one-sentence themes.

Submit: Text via LMS assignment form. PDF upload optional for longer work.

Grading

Grading mode: Auto-grade eligible (written text).

Pass: 70%

Rubric (100 points)

Auto-grade hints

Keywords for automated pre-check: KJV, Christ, Scripture, God, Lesson, Interviews

Week 04

Week 04 Assignment — Discussion Response

Course: HR-101 · Human Resources & Biblical Employment

Week focus: HR-101 — Lesson 4: Onboarding

Learning objective (Bloom's taxonomy)

Students will **explain** course content from **HR-101 — Lesson 4: Onboarding** with KJV integration and measurable evidence in the submission.

Task

Explain: Answer two discussion prompts from the Week 4 reading in 200 words each. Cite KJV only.

Submit: Text via LMS assignment form. PDF upload optional for longer work.

Grading

Grading mode: Auto-grade eligible (written text).

Pass: 70%

Rubric (100 points)

Auto-grade hints

Keywords for automated pre-check: KJV, Christ, Scripture, God, Lesson, Onboarding

Week 05

Week 05 Assignment — Practical Ministry Step

Course: HR-101 · Human Resources & Biblical Employment

Week focus: HR-101 — Lesson 5: Performance Reviews

Learning objective (Bloom's taxonomy)

Students will **demonstrate** course content from **HR-101 — Lesson 5: Performance Reviews** with KJV integration and measurable evidence in the submission.

Task

Demonstrate: Complete one practical ministry action tied to **HR-101 — Lesson 5: Performance Reviews** (visit, prayer walk, family worship, or service). Submit a 200-word report plus optional photo upload.

Submit: Text via LMS assignment form. PDF upload optional for longer work.

Grading

Grading mode: Manual review (practical/upload).

Pass: 70%

Rubric (100 points)

Week 06

Week 06 Assignment — Witness Outline

Course: HR-101 · Human Resources & Biblical Employment

Week focus: HR-101 — Lesson 6: Discipline and Matthew 18

Learning objective (Bloom's taxonomy)

Students will **construct** course content from **HR-101 — Lesson 6: Discipline and Matthew 18** with KJV integration and measurable evidence in the submission.

Task

Construct: Draft a 3-minute spoken witness outline using this week's theme. Include gospel bridge, one objection with biblical answer, and call to faith.

Submit: Text via LMS assignment form. PDF upload optional for longer work.

Grading

Grading mode: Auto-grade eligible (written text).

Pass: 70%

Rubric (100 points)

Auto-grade hints

Keywords for automated pre-check: KJV, Christ, Scripture, God, Lesson, Discipline, Matthew

Week 07

Week 07 Assignment — Cross-Reference Study

Course: HR-101 · Human Resources & Biblical Employment

Week focus: HR-101 — Lesson 7: Benefits

Learning objective (Bloom's taxonomy)

Students will **compare** course content from **HR-101 — Lesson 7: Benefits** with KJV integration and measurable evidence in the submission.

Task

Compare: Find three cross-references that illuminate **HR-101 — Lesson 7: Benefits**. Write 400 words comparing themes (OT + NT).

Submit: Text via LMS assignment form. PDF upload optional for longer work.

Grading

Grading mode: Auto-grade eligible (written text).

Pass: 70%

Rubric (100 points)

Auto-grade hints

Keywords for automated pre-check: KJV, Christ, Scripture, God, Lesson, Benefits

Week 08

Week 08 Assignment — Historical Context Brief

Course: HR-101 · Human Resources & Biblical Employment

Week focus: HR-101 — Lesson 8: Compliance Intro

Learning objective (Bloom's taxonomy)

Students will **describe** course content from **HR-101 — Lesson 8: Compliance Intro** with KJV integration and measurable evidence in the submission.

Task

Describe: Write 350 words on historical/literary context for **HR-101 — Lesson 8: Compliance Intro**. Minimum four KJV citations.

Submit: Text via LMS assignment form. PDF upload optional for longer work.

Grading

Grading mode: Auto-grade eligible (written text).

Pass: 70%

Rubric (100 points)

Auto-grade hints

Keywords for automated pre-check: KJV, Christ, Scripture, God, Lesson, Compliance, Intro

Week 09

Week 09 Assignment — Christological Connection Essay

Course: HR-101 · Human Resources & Biblical Employment

Week focus: HR-101 — Lesson 9: Remote Work Ethics

Learning objective (Bloom's taxonomy)

Students will **evaluate** course content from **HR-101 — Lesson 9: Remote Work Ethics** with KJV integration and measurable evidence in the submission.

Task

Evaluate: Explain how **HR-101 — Lesson 9: Remote Work Ethics** points to Christ in 400–600 words. Use literal-grammatical-historical method.

Submit: Text via LMS assignment form. PDF upload optional for longer work.

Grading

Grading mode: Auto-grade eligible (written text).

Pass: 70%

Rubric (100 points)

Auto-grade hints

Keywords for automated pre-check: KJV, Christ, Scripture, God, Lesson, Remote, Ethics

Week 10

Week 10 Assignment — Teaching Prep

Course: HR-101 · Human Resources & Biblical Employment

Week focus: HR-101 — Lesson 10: Church Staff HR

Learning objective (Bloom's taxonomy)

Students will **design** course content from **HR-101 — Lesson 10: Church Staff HR** with KJV integration and measurable evidence in the submission.

Task

Design: Prepare a 5-minute teaching outline for **HR-101 — Lesson 10: Church Staff HR** suitable for a small group or homeschool lesson.

Submit: Text via LMS assignment form. PDF upload optional for longer work.

Grading

Grading mode: Auto-grade eligible (written text).

Pass: 70%

Rubric (100 points)

Auto-grade hints

Keywords for automated pre-check: KJV, Christ, Scripture, God, Lesson, Church, Staff

Week 11

Week 11 Assignment — Integration & Review

Course: HR-101 · Human Resources & Biblical Employment

Week focus: HR-101 — Lesson 12: Capstone: Employee Handbook Outline

Learning objective (Bloom's taxonomy)

Students will **synthesize** course content from **HR-101 — Lesson 12: Capstone: Employee Handbook Outline** with KJV integration and measurable evidence in the submission.

Task

Synthesize: Synthesize the top five themes from Human Resources & Biblical Employment. 600 words, minimum six KJV citations, one paragraph on personal growth.

Submit: Text via LMS assignment form. PDF upload optional for longer work.

Grading

Grading mode: Auto-grade eligible (written text).

Pass: 70%

Rubric (100 points)

Auto-grade hints

Keywords for automated pre-check: KJV, Christ, Scripture, God, Lesson, Capstone, Employee

Week 12

Learning objective (Bloom's taxonomy)

Students will **create** an original ministry artifact synthesizing Human Resources & Biblical Employment with KJV fidelity and scholarship-gallery quality.

Creative Ministry Project — HR-101

Course: Human Resources & Biblical Employment

Integrate professional skills from this course with gospel witness. Submit a capstone artifact (report, demo, script, or plan) with KJV integration and rubric self-assessment. Minimum 70% to pass; 75% for excellence distinction.

Grading

Grading mode: Manual review (creative upload).

Pass: 70%

Rubric (100 points)

Creative Ministry Project

Creative Ministry Project — HR-101

Course: Human Resources & Biblical Employment

Integrate professional skills from this course with gospel witness. Submit a capstone artifact (report, demo, script, or plan) with KJV integration and rubric self-assessment. Minimum 70% to pass; 75% for excellence distinction.