**Carrie, great job on your developmental reading log for PHI 805-22! You chose relevant sources that were in line with research interests on coaching young people on their callings and Business as Mission.**

**You identified appropriate Essential Elements for each reading.**

**Your Quote/Paraphrases were well chosen. Your Additive/Variant Analyses showed your thinking through interdisciplinary connections. Your best elements were your Contextualizations which showed great applications and relevance to how you can use what you are learning through Developmental Readings in your professional practice.**

**Your log adequately conforms to APA style but your margins layout needs correcting. Nice work! -- Prof. David Ward**

Faith-Learning Integration & Interdisciplinary Studies

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Professor

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Assignment 2

### *Developmental Readings*

Review Assignment #3, the course essential elements, assigned readings, and recommended readings to identify selections of books and scholarly articles to identify and select developmental reading sources and entries.

* Refer to the “[Student Guide to Developmental Readings](https://drive.google.com/file/d/161V_FaYR2BnNGCSFUlWPjUSIQzcH04Hq/view?usp=share_link)” for updated information on sample comments, rubrics, and key definitions related to developmental readings.

**Journal Source One:** Mohammad, A. K., Negreiros, J., Katheeri, H. A., Khan, S., & Almutairi, S. (2023). Understanding Influencers of College Major Decision: The UAE Case. *Education Sciences, 13*(1), 39.<https://doi.org/10.3390/educsci13010039>

**Comment 1:**

**Quote/Paraphrase: “**The results show that financial factors such as income and business opportunities related to the major are crucial. Further, gender suitability for the job and passion are influential.” (p. 1)

**Essential Element:** The Course Essential Element is Interdisciplinary Research.

**Additive/Variant Analysis:**  This research looks at reasons people choose college majors and assesses whether their choices are faith or secular based. This additive quote primarily supports a secular (i.e., money) based mindset of work. It also shows a cultural bias that exists in the United Arab Emirates (UAE) (i.e., gender suitability), which is not acceptable in the USA. The additive quote identifies “business opportunities” that can support either a faith or secular based mindset.

**Contextualization:**  The reasons for choosing a college major, the precursor to one’s future career, are almost always based on money, as evidenced in this article. Adults often ask young children, “what do you want to be when you grow up?” without realizing the seed they are planting. Before we know it, that child is a high school senior stressed out over choosing a major, college and a career field. We spend two-thirds of our lives working and how we spend that time determines how we will live out our retired years. Yet, we spend very little time researching, planning and choosing a career, which undermines the fact that we will spend 30 plus years working.

 The Christian community should devote more time teaching about the biblical basis for work and equipping young people to make a better informed decision. Christians can view their workplace as a mission field where they can impact others for the Kingdom. If students are prepared when they leave for college, I believe fewer will lose their faith and more students will come to faith.

**Comment 2:**

**Quote/Paraphrase: “**Research shows that for students to function optimally in college, the choice of major must be based on personal interest or identification” (p. 3).

**Essential Element:** The Course Essential Element is Interdisciplinary Research.

**Additive/Variant Analysis:** As a Christian Career Coach,I have been trained to see “personal interest” as part of our “wiring” by God. Vocational Interests is one of four factors considered by the assessment I use. When we are wired for something we will like it more, but we will also learn it faster than things we are not wired for.

**Contextualization:**  I had a client whose high school counselor told him to go into computer science because he was good at math. This proved disastrous for my client, who according to my assessment is wired for the medical field. My client endured a lot and thought there was something wrong with him. The university he attended and another career coach also treated him unfairly, which further added to his loss of hope and extreme low self confidence.

 He reluctantly took the assessment, but he and his parents were very relieved when I explained that he was a square peg trying to fit into a round hole. Today, this young man is working on his application to a Christian college. Surrounded by prayer and guidance he is looking forward to a fresh start in a new field. First lesson is to look for things we like. Second, and more important lesson is that even when you like something, it may not be the complete right fit.

**Journal Source Two:** Smith, M. J. (2024). *Equipping Disciple-Makers in the Local Church in Biblically Based Professional Coaching Competencies* (Order No. 30812055). [Available from Publicly Available Content Database](https://www.proquest.com/dissertations-theses/equipping-disciple-makers-local-church-biblically/docview/2894256579/se-2). (2894256579).

**Comment 3:**

**Quote/Paraphrase: “**An opportunity exists to provide a method (i.e., coaching) to train and prepare disciple-makers in the local church to aid believers in becoming followers of Jesus and mature disciples with a thriving spirituality” (p. 17).

**Essential Element:** The Essential Element is Faith-Learning Integration.

**Additive/Variant Analysis:** Part of equipping students to become disciple makers is to train them! Coaching programs are popular in probably every context imaginable. This concept for churches to equip the congregation to be “fishers of men'' appeals to me, a Christian Career Coach. This would be a helpful component of the career model I would like to develop.

**Contextualization:**  Christians are walking away from their faith at a significant rate of 80% today. As a Career Coach, I want to better prepare our kids for the world they face as they leave the safety net of home for college life in the real world. One component is to help them discover their career path and create a strategic plan in high school.

 Disciple Coaching could be a great second component to a Christian Careers & Calling ministry. If students arrive on campus knowing their career direction they can focus on studying instead of being stressed about figuring that out. This should translate into confidence that will draw others to them. Students equipped to disciple have more to offer, especially to those that may be shy or less confident.

**Comment 4:**

**Quote/Paraphrase: “**Disciple-makers often feel ill-equipped to fulfill God’s command to make disciples” (p. 80)... A discipleship coach collaborates with a disciple in pursuing Christ, supporting the discovery of, and implementation of biblical truth” (p 96).

**Essential Element:** The Essential Element is Learning…to Change the World.

**Additive/Variant Analysis:** This quote supports the need for a Discipleship Coaching model, which directly impacts learning… to change the world. Students that feel ill-equipped, will not have the same faith-confidence level as a student that feels they can disciple. Imagine how empowered students would feel if they had been coached on how to disciple a non-believer or someone less mature in their walk with Jesus.

**Contextualization:**  The first quote sentence of the quote is exactly how I have always felt. Despite growing up in church, I cannot remember being taught “how to” disciple someone. I never prayed out loud, stopped going to church, and followed friends that were bolder even if they weren’t following Jesus.

The Disciple Coaching concept would embolden student’s faith to where they felt confident enough to share with others. Being “coached” would include forming a tool box (e.g., list of verses, or ideas like taking someone to church). We need to remember that we sow and water seeds; and God grows them. There is no pressure to “convert” someone, but rather an understanding that we walk alongside other people and let them see Jesus through us.

**Journal Source Three:** Garthe, N., & Hans, M. H. (2022). Changes of profession, employer and work tasks in later working life: an empirical overview of staying and leaving.[*Aging and Society*](https://www.proquest.com/docview/2715719479/3FC5DC561A594787PQ/15?accountid=40162&sourcetype=Scholarly%20Journals)*, 42*(10), 2393-2413.

 **Comment 5:**

**Quote/Paraphrase:** “...occupational changes do not only happen, they are even more often desired and unfulfilled” (p. 2413).

**Essential Element:** The Essential Element is Interdisciplinary Research.

**Additive/Variant Analysis:** This variant quote indicates that older workers having worked many years either in one job or one company may want to change, but for any number of reasons do not.

 However, older workers should be seen as more valuable. I do wonder how many were in the wrong career. Can a new part time older worker model be created? Can Christian companies and BAM businesses absorb this sector of workers?

**Contextualization:**  Changing jobs is more difficult for older workers. Reasons include: perceived risk outweighs the potential benefits, inability to find a new job, decreased compensation by changing and becoming the low person on the totem pole. It is sad that in America we devalue older workers. I would like to assess older workers and help them find mentor roles and leadership positions in companies. While many older workers are set in retirement, There are more that struggle to get by in their later years. I am a “Provider” for a friend that suffered a stroke and is blind in one eye. He is 71 and lost his part time job because he can’t see. He is searching for a way to get by and to feel the sense of fulfillment the quote mentions.

**Comment 6:**

**Quote/Paraphrase:**  “In the context of extending working lives, there is a need to understand better occupational changes of older workers.”

**Essential Element:** The Essential Element is Interdisciplinary Research.

**Additive/Variant Analysis:** I found this additive variant compelling because more older adults today than ever before have to work longer. Finding ways to extend working lives appears to be a compassionate way to help both management and employees.

**Contextualization:**  In a time where older, more experienced workers are replaced by younger, less qualified and less compensated workers, employers and Career Coaches should offer strategies that extend the working lives of older employees.

 Career Coaches should also provide planning strategies to clients that include extending working lives, as well as alternatives for retirement.
We need to prepare people because many can’t survive on social security; and they will need to work longer. Starting with both a career and financial plan will help people know what they have, what they need, and what they can do to extend their working life.

**Journal Source Four:** Hallam, M. J. (2021). *Missional Identity Development in Urban Christians* (Order No. 28967055). Available from Publicly Available Content Database. (2637332074). <https://www.proquest.com/dissertations-theses/missional-identity-development-urban-christians/docview/2637332074/se-2>

**Comment 7:**

**Quote/Paraphrase:**  “The conventional wisdom that a church can just send youth and new converts to a Christian college and that they will return with a deep passion for ministry and hunger to reach the lost demonstrates naïveté” (p 4).

**Essential Element:** Learning… to Change the World is the Essential Element I have chosen for this quote.

**Additive/Variant Analysis:** This additive quote supports the need for specific programs that guide students toward seeing their work as missional. This starts at home and continues at church. Christian colleges, like many smaller less well known colleges, want to enroll more students. As college has become more of a “business”, is the focus more on numbers and less on Jesus? Christian colleges offer chapel and integrate faith into course material, but what percentage of instructors encourage a missional mindset?

 **Contextualization:**  Faculty, researchers, and staff must all place a higher priority on instilling a missional mindset in students. There should be a school mandate that encourages students to see their work as missional work. Students should also be taught of their spiritual giftings and godly design so they can pursue the work and evangelism that matches both areas. Equipping students before college will prepare them when they get to college to fine tune their gifts & design for career, find organizations to volunteer for, discover professional associations to participate in during and after college, and learn to change the world!

 One idea I am working on is to help every city, eventually every church start a Business As Mission Ministry. Many churches do not have a career ministry. This is a different way to see BAM, but every church needs to teach the biblical principles of work, equip students for college and career, and be there for adults between jobs. This is their mission field. It may not be their only mission field, but it is the one they will spend the majority of their life. To be intentional at the college level can reduce the number % of students losing faith, and instead increase the number of students coming to faith.

**Comment 8:**

**Quote/Paraphrase: “**Christian colleges play a key role in preparation for ministry, but they do not consistently lead students to become more missional in their identity. In fact, in some cases, the experience damages a person’s Christian identity if he or she comes academically ill-prepared” (p 4).

**Essential Element:** The Essential Element isInterdisciplinary Research.

**Additive/Variant Analysis:** This additive quote suggests that more needs to be done to prepare students for ministry. It supports the need for students to arrive at college ready for ministry! Christian students need to see college as their mission field for the next four years of their life. Additionally, Colleges should be prepared to help students become more missional just as the quote states.

**Contextualization:**  In my recent assessment of students losing their faith when they get to college, it has become evident that churches, families, and Christian schools need to prepare students before they get to college to be firmly rooted in order to keep their faith. As a Christian Career Coach, realizing this opportunity to reduce the 80% statistic of students losing their faith, it is my goal to develop a program to prepare students for their calling in order that they can focus on college studies and the college as a mission field.

Recently, I had a client that was misguided in choosing his college major and career field. This experience is when God spoke to me about using my resources to prepare students in high school for their calling and to equip them for their mission field. This quote negatively reflects on Christianity. It is amplified in today’s world where Christians are enduring greater persecution than in years. The numbers of Christian students losing their faith in college is unbelievable. God has given me the assignment and opened the door to two conferences this year where I can speak to students and introduce such a program.

**Source Five Book One:** Johnson, C.N., (2022). *Business as mission, in a nutshell - all the basics: The essential road map for christian entrepreneurs.* Colorado: Roadrunner Press. https://businessasmission.com/resources/bam-in-a-nutshell-johnson/

**Comment 9:**

**Quote/Paraphrase:**  “Without business there is no long-term relief from poverty, no improved standards of living and no hope for millions who are now being consumed by life’s misfortunes” (pp 36-37).

**Essential Element:** The Essential Element is Learning… to change the world.

**Additive/Variant Analysis:** The additive analysis of this quote supports the need to do something different. Government has not been able to eradicate poverty, so Christians should continue to stand up to help. Learning… to change the world is necessary to end the suffering of many.

**Contextualization:**  The government has championed societal issues like poverty for decades. The enormous amounts of funding for programs that are cyclical with minimal positive outcomes should concern every citizen. Having directly and indirectly experienced a few government assistance programs, I understand where the flaws are. Unfortunately, the programs have not improved over the years. Instead they continue to create a path for more people to take advantage of the resources with no limitation or end in sight.

 Business As Mission (BAM), however, can be an answer. It would be an interesting experiment to test a program where 1) the government temporarily support people in need with housing, food stamps, and transportation assistance; 2) a church or non-profit organization assigns a caseworker that teaches life skills, and helps with career services; and 3) Christian BAM businesses provide internship opportunities that lead to jobs. In 6-12 months the person in need is on their feet and has had seeds planted through the church and BAM business that God grows into an evangelism opportunity. The results could be stronger communities with Kingdom growth and a true decline in poverty.

**Comment 10:**

**Quote/Paraphrase:** “Since we spend the largest share of our lives in our vocations, it follows that we are to love and serve people through our vocations” (p11).

**Essential Element:** Faith-Learning Integrationis the essential element for this quote.

**Additive/Variant Analysis:** This quote supports faith-learning integration with respect to vocation. In his book, Dr. Johnson speaks of BAM as a way to alleviate poverty, as well as to love and serve people through business. This quote states that we spend most of our time in our vocation; and that we are to serve others. Faith-integration learning can prepare Christians to love and serve others through their vocation; and in doing so the world will become a better place.

**Contextualization:**  First, we spend 16 years (i.e., school grades 1-12; and four years of college) preparing for a career that spans twice that. Second, Christians are called to love and serve people, especially in the workplace. However, this can only happen if we learn the biblical principles of work and how to serve others through our vocation.

 Faith-Integration learning can teach biblical principles and prepare Christians to be salt and light in their vocation. It is through Christ and business, as Dr. Johnson says that we can change the world. As I speak with my peers, they agree with me. They see that faith integration can solve social problems, understand that a new program implemented at churches can prepare students before they arrive at college, and that Christian businesses can have a significant impact for the Kingdom.

**Source Six Book Two:** Smith, G.T., (2011). *Courage & Calling: Embracing Your God Given Potential.* Illinois : IVP Books.

**Comment 11:**

**Quote/Paraphrase:** “Unfortunately, we have been deeply influenced by the notion that work is bad and to be avoided, and many people live with the longing to be released from work, looking forward to retirement, when they will no longer work” (p31).

**Essential Element:** The Essential Element is Interdisciplinary Research.

**Additive/Variant Analysis:** This quote supports Interdisciplinary Research because we should study the subject of work as it relates to both psychology and sociology to understand the phenomena behind this new desire to be “released”.

**Contextualization:**  This book was written in 2011, yet I had no idea this was an issue a decade ago. News reports in 2024 often state the same challenges, it has even been politicized. The topic should be researched to understand the phenomenon of people wanting to be “released” from work.

 For me, I have always loved the projects I have worked on. Monday was never a dreaded day because I liked going to work. Everyone should feel that way about Mondays and work! To help my clients achieve this, I teach them the biblical principles of work and help them discern their calling.

**Comment 12:**

**Quote/Paraphrase:** “The hope of the new kingdom is not that we will be released from work but rather that our work will be in perfect partnership with God, in the kingdom that is yet to come. The prophet Isaiah spoke of the new heavens and the new earth as a time when we would build houses,

plant vineyards and enjoy the work of our hands (Is 65:21-22)”.

**Essential Element:** The Essential Element is Faith-Learning Integration.

**Additive/Variant Analysis:** This additive quote supportsFaith-Learning Integration in that it is based on scripture and speaks of the “new kingdom”. This quote tells us how God intended it to be.

**Contextualization**: Life was similar to this just prior to the Industrial Revolution. People were valued for their craft and appreciated for their contribution to society. In contrast, today’s workforce is rarely an environment where people are valued for their work, and instead they worry about being downsized or marginalized.

There are more people in the wrong job than in jobs they love. Teaching biblical principles and helping discern their calling can increase those in the right job. The result would be people who are happier on Mondays. Additionally, the work environment and company culture would be happier too.

**Works Cited**

Garthe, N., & Hans, M. H. (2022). Changes of profession, employer and work tasks in later

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