

GRADUATE PROFILE

Graduate Attributes – Character (1 Tim 3; Tit 1) [GODLY CHARACTER]			
	Characteristic	Biblical Basis	Key Indicators
A1	Above reproach	1 Tim 3:2; 4:16; Tit 1:6, 7	Evidence-based letters of reference; godly conduct in class, in fellowship groups, in college community, in placement church; evidence of integration of life and doctrine, growth in holiness; battling sin
A2	Hospitable	1 Tim 3:2; Tit 1:8 (2 Tim 2:24); Heb 13:2	Welcoming others warmly in class, over coffee, at lunch; welcoming and serving at Open Days, Interview Days; returning students welcoming new students in Welcome Week, fellowship group; hosting people (from college, from church, from the community) in the home
A3	Not arrogant	1 Tim 3:3; Tit 1:7, 10	Humble, teachable and respectful in class (with classmates and with lecturers); willing to listen to and learn from others, especially older/more mature/more experienced believers (in college, in church); rightly submissive to authority; self-aware in monitoring tone in speech, writing, social media, and how it is received/perceived
A4	Sober-minded	1 Tim 3:2 (1 Tim 4:12)	Think before speaking; charitable interpretation of opposing views and arguments; self-reflective and thoughtful; appropriately serious-minded; self-perception a close match to reality; world-perception a close match to reality
A5	Self-controlled	1 Tim 3:2; Tit 1:8	Able to govern appropriately and in a variety of settings one's words, actions, emotional distress and responses; not given to impulsivity in speech or action; linked to personal budget (time, money) and consumption patterns; linked to health and physical self-care; purity and passions
A6	Gentle, not violent	1 Tim 3:3; Tit 1:7; 3:2	Speech and manner towards peers, family members, parishioners/congregants; not given to outbursts of anger, physical, verbal or emotional abuse; able to patiently care for bruised reeds and smouldering wicks
A7	Prayerful	Acts 2:4; 1 Tim 2:1, 8; Eph 1:16; 6:18	Disciplined and systematic in lively, personal prayer; prayer before study, before writing, before sermon prep/delivery; prayer triplet involvement; able to pray fluently in public, write intercessions, appropriately structured and lively pastoral prayers
A8	Energetic, zealous	2 Tim 2:15; Rom 12:8	Takes initiative; able to sustain energy over time (in study, on placement, in service); disciplined, willing/able to work hard and to be stretched cheerfully
A9	Lifelong learner, intellectually virtuous	Prov 2:1-8; Eccl 12:9-10; Phil 1:9-11	Motivated to reflect deeply on all aspects of creation and culture; an avid reader of various genres; habit of asking and articulating 'why'
A10	Lover of God, people, beauty	Ps 96:9; Phil 4:8; Eph 5:4, 20; Col 3:17; 1 Tim 4:4-5	Takes great joy and delight in the beauty of the Triune God, Jesus the Redeemer, those in God's image and in creation as a theatre of divine goodness and beauty; overflowing with thankfulness to God
A11	Resilient	2 Cor 6:4-10; Col 1:11; 1 Thess 5:18; 1 Tim 6:11-12; Ja 5:7-11	Enduring in troubles with patience and thankfulness, trusting God for strength and bearing responsibilities faithfully; managing personal resources well over the long term for sustainable sacrifice, adopting healthy patterns of hard work and proper rest in service to God.

Graduate Attributes – Competencies (1 Cor 3; Eph 4; 1 Tim 3; 2 Tim 2; Tit 1) [EFFECTIVE CHURCH LEADERSHIP]			
	Characteristic	Biblical Basis	Key Indicators
B1	Able to teach, rightly divide the Word of truth	1 Tim 3:2; 4:13; 2 Tim 2:1, 15; Tit 1:9	Demonstrate skill in exegesis, interpretation, theological consequence and application; clear, well-organised oral presentations in class settings; clear teaching/preaching in placement settings
B2	Able to exhort, refute error and rebuke with appropriate authority	2 Tim 2:15; 1 Cor 3:10-15; Tit 1:9; 2:15	Ability to perceive and articulate doctrinal error, to see its consequences and implications and to refute it persuasively; protect the flock, draw them back; appropriate use of authority in public and private pastoral situations; willingness and ability to call for gospel repentance and growth; insightful application of healthy doctrine
B3	Pastoral visitation and crisis ministry	1 Tim 3:4-5, 14-15	Ability to schedule intentionally pastoral visits and to communicate appropriately and effectively with regard for safeguarding; hospital visitation, emergencies, bereavement
B4	Household management, oversight	1 Tim 3:4-5, 14-15; Rom 12:8	Ability to oversee one's own family (incl. children), church as family with different gifts, staff teams, ministries, volunteers, structures and budgets properly; leading strategically and diligently; able to lead change, chair meetings effectively and efficiently
B5	Leadership in evangelism and mission	Matt 28:19-20; 2 Tim 2:2; 4:5	Evangelistically-oriented; able to make disciples who make disciples; able to set a course and lead towards kingdom growth; thoughtful engagement with local community, with other area churches
B6	Service planning and leading	Acts 2:38-41; 1 Cor 11:17-34; Col 3:16-17; 1 Tim 2:1-2, 8; 4:13	Planning ahead on rotas, managing and delegating, joining up elements of worship (songs, prayers, preaching, benedictions), administering communion
B7	Pastoral counselling	2 Tim 3:16-17; 4:2-4; Tit 3:1-10	Plan, manage, facilitate gospel-driven change; how and when to engage appropriately with medical and other help
B8	Communication	1 Cor 9:19-23; 2 Tim 2:15	Within church, across teams, proactive and measured via personal and digital media; clear communicator, able to pitch to a variety of levels and audiences
B9	Life-cycle ministry	1 Tim 5:1-16; Ja 1:27	Weddings, baptisms, crematorium, funerals, confirmations, new member induction, widows, elderly
B10	Conflict resolution	Phil 4:2-3; 1 Tim 5:19-21	Willing and able to engage with conflict in a godly, biblical and effective manner (personally, and as a counsellor or arbitrator)
B11	Global awareness and missional engagement	Gen 12:1-3; Ps 87; Rom 15:22-29	Willing and able to engage with the world church, global awareness, commitment to worldwide mission

Graduate Attributes – Core Knowledge and Skills (1 Cor 3; Eph 4; 1 Tim 3; 2 Tim 2; Tit 1) [BIBLICAL AND THEOLOGICAL WISDOM]			
	Characteristic	Biblical Basis	Key Indicators
C1	Bible-saturated and exegetically skilled	1 Tim 3; Tit 1; Eph 4; 1 Cor 3:5-4:5	A ready and detailed knowledge of the whole Bible; books of the Bible and key book-level themes; portions of the Bible known in great depth; portions of the Bible memorised; advanced Bible 'handling' (English and original languages)
C2	Biblical-theological framework	Lk 24:25-27; 1 Cor 15:3-4; Heb 1:1-2; 8:6-13	A firm grasp of 'Bible overview', of the unfolding contours and key themes of redemptive history, of the continuity and discontinuity between OT/NT, old/new covenant
C3	Doctrinal framework	1 Tim 4:6; 6:3; 2 Tim 1:13-14	A solid knowledge of the doctrinal <i>loci</i> and their inter-relations; working definitions, convictions and biblically-based reasoning for doctrinal and confessional stance
C4	Historical framework	Acts 7:1-53; Heb 11:1-40	A robust mental 'timeline' of biblical and church history; an ability to engage with primary texts; an ability to see historical precedent and complex patterns of causation and their relevance for contemporary ministry
C5	Practical framework, pastoral wisdom and habits	Acts 20:28-30; Col 1:28; Tit 2:11-15	A grasp of models, presuppositions and practice for ministry; 'leadership'; counselling; youth and families; preaching; ability to orient exegesis and doctrine towards application; a posture in discipleship and counselling; gospel/grace-driven ministry
C6	Doctrinal wisdom and habits	1 Tim 1:8-11; Tit 1:9	Ability to see and articulate theological consequence; refute error; guard the flock; discern the pattern of sound doctrine
C7	Doxological wisdom and habits	Eph 1:3-14; Col 3:17; 1 Tim 3:16; Jude 24-25	Constant orienting of study towards worship and lively personal relationship with the Triune God; growing love for and praise of God
C8	Cultural engagement and public theology	Acts 17:16ff.; 2 Cor 10:5	Conviction and ability in cultural analysis and applying the Bible to contemporary public life
C9	Missional, contextual and ethnographic engagement	Rom 15:22-24; 1 Cor 9:19-23; 2 Cor 10:15-16	A knowledge of missions, history and models; understanding diverse social, ethnic and cultural settings with the gospel; cultural knowledge and self-awareness; cross-cultural relational skills; ability to share the gospel meaningfully with people from other backgrounds
C10	Evangelism and apologetics	Matt 28:19-20; 2 Tim 4:5	A knowledge and experience of evangelistic and apologetic strategies; a biblically-driven approach to keeping evangelism central in church life

