

| Graduate Attributes – Character (1 Tim 3; Tit 1)<br>[GODLY CHARACTER] |   |  |  |
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|   | 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; commitment to safeguarding as outworking of love  |
| 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)<br>[EFFECTIVE CHURCH LEADERSHIP] |  |   |   |
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|   | 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   |
| B12   | Safeguarding   | Matt 18:6; Prov 11:14, 14:15, 19:20                             | Ensure safeguarding awareness is current; setting a positive tone towards safeguarding throughout church culture; ability to seek, weigh and act on advice correctly  |

| Graduate Attributes – Core Knowledge and Skills (1 Cor 3; Eph 4; 1 Tim 3; 2 Tim 2; Tit 1)<br>[BIBLICAL AND THEOLOGICAL WISDOM] |   |  |   |
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|  | 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   |