

CHARACTER AND COMPETENCY PROFILE

Becoming and developing Spirit-Empowered, Disciple-making Church leaders

This document is a description of what we would like students in the Ministerial Study Program to become. Each course in the MSP has stated outcomes, which correspond to one or more of the character issues or competency in ministry skills described in this document.

Key Result Area #1: GREAT COMMANDMENT LIVING

Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength. The second is this: 'Love your neighbor as yourself.' There is no commandment greater than these.

(Mark 12:30-31 NIV)

I. Passion for God (Character)		
God calls disciple-making leaders to be led more by Jesus, knowing Him and exalting Him.	1. A Heart that pursues God in worship and prayer	1) Is evidencing an intimate walk with God 2) Shows an appreciation for different expressions of spirituality/spiritual disciplines 3) Practices God's presence through meditation, prayer, etc.
	2. A Soul that is filled, led, and empowered by God's Spirit	1) Is experiencing Christ as Savior, Sanctifier, Healer, and is expecting Him as coming King 2) Is being empowered for life and ministry by the Holy Spirit
	3. A Mind that is being transformed by God's Word	1) Is expressing the mind of Christ in thought, response, and action 2) Has a biblical worldview 3) Is integrating the Word of God into everyday life
	4. A Body that is dedicated to God in purity	1) Is pursuing and practicing personal holiness and physical purity

Passion for People (Community)		Vital relationships with:
God calls disciple-making leaders to lead more like Jesus, modeling and enabling His people to be a community demonstrating Christ-like love.	5. Self and God	<ol style="list-style-type: none"> 1) Is able to separate personhood from ministry performance 2) Is integrating a Christ-centered personal identity into life and ministry 3) Practices consistent application of biblical “one anothers” in his/her life 4) Has a sense of humor and perspective; doesn’t take life or self too seriously 5) Can identify his/her talent/gift mix that is unique to him/her that is not just test-based, but experience-rooted 6) Appreciates and affirms the talents and gifts of others 7) Understands that Christianity is lived out in community and is learning it is safe to trust other people 8) Is a life-long learner, open to listen and receive from others
	6. Those who have yet to meet Christ	<ol style="list-style-type: none"> 1) Intercedes for lost people 2) Reflects biblically and relationally on outreach 3) Is a friend of sinners; demonstrates an active love for his/her neighbors 4) Has a passion for winning lost people 5) Is a capable personal witness 6) Can relate the scriptures to his/her target audience in relevant ways 7) Is accepting of, but not approving of, diverse points of view and beliefs
	7. Family	<ol style="list-style-type: none"> 1) Leads and shepherds his/her family with Christ-like love and leadership 2) Is a disciple-maker in his/her home as a priority of life and ministry 3) Models Christ-likeness in marriage or in singleness 4) Has a network of friends who ask the tough questions and keep him/her accountable and growing
	8. Believers	<ol style="list-style-type: none"> 1) Enjoys and relates effectively to people of all ages 2) Intercedes for and prays for others consistently 3) Is appreciative and accepting of diverse views, forms, and styles

Key Result Area #2: GREAT COMMISSION LEADERSHIP

Therefore go and make disciples of all nations, baptizing them in the Name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age.
(Matthew 28:19-20 NIV)

2. COMPETENCIES		
God calls disciple-making leaders to lead more to Jesus, empowering followers to serve His mission purposes in our generation.	1. Life Focus	<ol style="list-style-type: none"> 1) Gives evidence of being called by God, and this call is being confirmed by the church 2) Has developed a personal values/mission statement 3) Sets and revises personal goals according to a adopted plan 4) Uses his/her resources to advance God's purposes
	2. Local Church Disciple-maker	<ol style="list-style-type: none"> 1) Effectively installs a system of church-ministry priorities that produces people who can make disciples—who can make disciples 2) Models, trains and mobilizes people for outreach 3) Preaches evangelistically 4) Uses creative/contextualized approaches to outreach 5) Grows ministry by multiplication, not just addition
	3. National and International Church Planting	<ol style="list-style-type: none"> 1) Aware of and communicates what God is doing worldwide 2) Has a heart for church planting among underevangelized and unreached people groups 3) Mobilizes people and resources for involvement in national and international church planting
	4. Transformational Leadership	<ol style="list-style-type: none"> 1) Can articulate and demonstrate a Christ-centered, disciple-making philosophy of ministry 2) Understands the biblical perspectives on God's people and empowers people for ministry 3) Is assisting a congregation in fulfilling the Great Commission in an area or language group 4) Can develop, communicate, and implement shared vision 5) Is committed to taking risks, facing hardship, handling loneliness to multiply ministers and ministries 6) Is able to lead change ethically, responsibly, and graciously

COMPETENCIES		
	5. Ministry Management	<ol style="list-style-type: none"> 1) Is establishing priorities for self and ministry 2) Is learning to strategize, plan, organize, budget, control, and evaluate 3) Is effectively using new technology in ministry 4) Models and instructs in stewardship principles 5) Is exercising church discipline as a normal part of church life
	6. Team Building	<ol style="list-style-type: none"> 1) Demonstrates effective strategies for decision-making/problem-solving and trouble-shooting 2) Is proactive in handling conflict constructively that leads toward reconciliation 3) Knows how to staff, build empowered ministry teams, and sustain positive working relationships
	7. Cultural Awareness	<ol style="list-style-type: none"> 1) Is aware of the trends in culture and the world 2) Is aware of tensions between the gospel and culture; knows the difference between form and function 3) Can study the community and then shape the church or ministry to fit the target audience 4) Understands and appreciates people of other cultures 5) Is committed to developing racial partnerships in his/her own life and in ministry programs
	8. Social Compassion	<ol style="list-style-type: none"> 1) Leads people to compassion ministries 2) Personally ministers to those in need 3) Is able to assess areas of brokenness 4) Has the ability to provide basic counsel to help families/individuals to move from brokenness to wholeness
	9. Communicator of Truth for Life	<ol style="list-style-type: none"> 1) Preaches and teaches the whole truth of God's Word for life change under the power of the Holy Spirit 2) Communicates adequately in writing/oral conversations 3) Has the necessary skills and knowledge to answer the question, "What does the Bible say about . . . ?" 4) Speaks the truth in love in all relationships and contexts
	10. Kingdom Perspective	<ol style="list-style-type: none"> 1) Is an effective worker first, and out of that is emerging an effective leader 2) Uses gifts, talents, and motives for the advancement of the kingdom 3) Partners with other evangelical ministries 4) Enjoys worshipping and serving God with His people—all of His people

