

# FACULTY AGREEMENT DOCUMENTS

## Educational Philosophy of Ecclesia College

Revised July 31, 2019

### Mission Statement

*As an institution of biblical higher education, Ecclesia College equips Christ followers with godly character traits, academic competencies, and work skills to be effective leaders for the advance of Christ's Kingdom within our troubled world.*

The educational philosophy of EC is based on the belief that the Bible is God's inspired, inerrant, and authoritative Word. In accord with this, EC pursues biblical methods and practices in educating and equipping men and women for their chosen fields of service and for the wise conversion of their thought, time, talent, treasure, and trust into eternal riches to enjoy with God forever rather than passing, temporal values.

All truth is God's truth and biblically based and should, therefore, be integrated with the principle approach to education from the biblical perspective. Such basic principles include:

- God desires all mankind to come to the knowledge of the truth.
- God intends mankind to know Him and His ways with His creation.
- God speaks His truth in love through His living Word.
- God calls all mankind to believe in Himself through His Son by His Spirit.
- God calls all believers to their highest good by building virtue on their faith and knowledge of the truth on their virtue (2 Pet. 1:5-7).

God values and blesses EC's five-point educational approach for learning, growing, and equipping:

- Mentoring Program – Christ-centered mentoring for life and learning according to the student's giftings and callings (2 Tim. 2:2).
- Academically challenging faith and character-based classroom (2 Pet. 1:5-7).
- Work-Study Internship Program with hands-on in-service related to the student's chosen field of service and/or further study.
- Community Service Program with practical application and outcomes.
- Christian Outreach Program in response to God's loving heart for others.

EC's regular Assembly Program serves to communicate this educational approach, which addresses the three deepest heart questions of the student:

- Leading students on their search for the “why” of each truth will inspire a growing knowledge, wisdom and understanding. This will deepen their enthusiasm and resolve of heart for excellence, integrity, and order to live their lives now in the light of eternity.
- Leading students on their search for the “what” of each truth will clarify their frame of reference to know the highest good with the right objectives.
- Leading students on their search for the “how to” will strengthen their confidence in God's ways as always best.

## **Seven (7) Core Foundational Values**

**As an Institution of Higher Learning, holding that all truth is God's truth and biblically consistent, Ecclesia College embraces these Seven (7) Core Foundational Values:**

### ***Bible-based Education***

We are called to study all disciplines in light of the Holy Scriptures to “show ourselves approved unto God, workmen that need not be ashamed, rightly dividing the word of truth,” learning to think and walk honestly before Him in the pure light of His truth, according to our ever-increasing frame of reference.

### ***Life-long Learning***

Humankind is the highest order of intelligent beings on earth individually created by God in His own image for a unique purpose higher than ourselves to enjoy Him and be enjoyed by Him forever. We are called to wholesome curiosity and continued learning of the why, what, how to, and eventual outcomes of the faithful stewardship of our thought, time, talent, treasure, and trust.

### ***Comprehensive Learning***

We are called to the ideal educational prescription of “adding virtue to faith and knowledge to virtue” in that order of cyclical increase through mentoring for life and learning, God-honoring academically challenging classes, work-learning internships, community service, and Christian outreach.

### ***Inclusion of the Whole Body of Christ***

The family of God under the Lordship of Christ is called to “maintain the Spirit of unity...until we come into the unity of the faith.” We are called to faithfully serve the whole Body of Christ, understanding that our true compatibility is based on our shared Christ-life, core foundational values, God-given vision, godly relationships, and wholehearted involvement.

### ***Practical Norm for Life and Learning***

The holy, spiritual, and eternal mindset of redeemed mankind eclipses and surpasses the profane, carnal, and temporal mindset of fallen mankind while reestablishing the only truly practical norm for all things. We are called to live and learn now in light of eternity's values anticipating God's “well done.”

### ***Missions Priority***

Christ's Great Commandment and Great Commission are integral to advancing His Kingdom within ourselves and among all people groups in all nations. We are called to prepare and equip faithful ministry-minded persons of excellence, integrity, and order for professions across all aspects of society and to grow networking resources for them in their chosen vocations and further study, serving to increase and reinforce their quality of learning and service.

### ***Community and Personal Wellness***

We are called to interdependence over isolation based on God's firm principle of domain with forgiveness of trespasses as the basis for healthy, committed relationships aligned with His heart and ways. We also honor God in preparing for longer-term, joyful service by following good healthful practices such as proper diet, adequate rest, regular exercise, and consistent meditation on Him.

God's Word is the final authority for conduct and faith in EC. Our foundational values are recorded here in an attempt to express and pass on that which God has emphasized to us.

## **Ecclesia College Institution-Wide Outcomes**

Ecclesia College prepares and enables students to achieve competence in seven broad areas: Biblical Worldview and Faith, Critical and Creative Thinking, Effective Communications, Integrity, Leadership, Lifelong Learning, Service and Stewardship. Those seeking a bachelor's degree will also be prepared to demonstrate Major Field Competence.

### **Biblical Worldview and Faith**

Ecclesia College graduates will make mature, independent choices based on principles of the Christian faith and a biblical worldview.

Specific Desired Outcomes Relating to **Biblical Worldview and Faith**:

- Articulate how a biblically-based worldview affects beliefs, values, decisions, and interactions with others.
- Make life choices based on a biblically-based worldview and principles of the Christian faith.
- Demonstrate patterns of devotional practice and personal growth that will equip one for spiritual leadership.
- Demonstrate basic Scriptural interpretive skills.

### **Critical and Creative Thinking**

Ecclesia College graduates will apply critical thinking skills based on a biblical worldview and principles to making personal and professional decisions.

Specific Desired Outcomes Relating to **Critical and Creative Thinking**:

- Research, analyze, integrate, and evaluate information from a variety of sources.
- Solve quantitative problems.
- Use the scientific method to examine and interpret data, as applicable.
- Construct well-reasoned arguments and solutions.
- Use existing knowledge to generate novel and innovative ideas.
- Synthesize and transfer learning to new, more complex, and unscripted situations.

### **Effective Communication**

Ecclesia College graduates will communicate effectively, using verbal, non-verbal, written, listening and electronic technologies, as appropriate to the occasion, task, and context.

Specific Desired Outcomes Relating to **Effective Communication**:

- Communicate effectively using written, oral, and nonverbal skills
- Adapt communication style to the occasion, task, and audience.
- Listen with understanding.
- Interact with others appropriately in a culturally-diverse and increasing pluralistic world.
- Demonstrate proficiency in the use of electronic technologies common to the workplace.

## **Integrity**

Ecclesia College graduates will live their lives, personally and professionally, based on integrity and the highest ethical standards.

Specific Desired Outcomes Relating to **Integrity**:

- Show honesty and integrity in interactions and situations.
- Demonstrate responsibility and trustworthiness in the execution of duties.
- Articulate and defend ethical position based on biblical principles and worldview.
- Identify ethical issues in personal, professional, church, and civic life.

## **Leadership**

Ecclesia College graduates will demonstrate leadership skills within vocational, church, community, and service contexts.

Specific Desired Outcomes Relating to **Leadership**:

- Exhibit leadership skills, as appropriate, to solve problems and strive for excellence.
- Work cooperatively with others to accomplish a common goal.
- Demonstrate accountability in one's actions and decisions.

## **Lifelong Learning**

Ecclesia College graduates will pursue ongoing development of intellectual, creative, and theological knowledge and skills necessary to learn and grow throughout life.

Specific Desired Outcomes Relating to **Lifelong Learning**:

- Articulate the importance of lifelong learning.
- Accept constructive criticism.
- Recognize opportunities for improvement.
- Apply strategies for a practice of lifelong learning.
- Participate actively in organizations supporting one's profession.

## **Service and Stewardship**

Ecclesia College graduates will practice the biblical imperatives to serve people and be faithful stewards of the Church and God's created resources.

Specific Desired Outcomes Relating to **Service and Stewardship**:

- Discuss current social problems in their cultural and historical contexts and suggest solutions for such problems based on biblical values and ethics.
- Benefit their local church and communities through responsible engagement and leadership.

## **Statement of Faith**

The doctrinal position of the institution is contained in the following **Tenets of Faith** which has been adopted by the Association for Biblical Higher Education (**ABHE**):

- We believe that there is one God, eternally existing in three persons; Father, Son, and Holy Spirit.
- We believe the Bible to be the inspired, the only infallible, authoritative Word of God.

- We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious atonement through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal and visible return in power and glory.
- We believe that man was created in the image of God, that he was tempted by Satan and fell, and that because of the exceeding sinfulness of human nature, regeneration by the Holy Spirit is absolutely necessary for salvation.
- We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life, and by whom the Church is empowered to carry out Christ's great commission.
- We believe in the bodily resurrection of both the saved and the lost; those who are saved unto the resurrection of life and those who are lost unto the resurrection of damnation.

## **Explicit Expectations of Faculty**

The following "Explicit Expectations of Faculty" should be made available to persons applying for Faculty Status at EC at the initial interview.

**The Scriptures establish the basic values that should guide the development of Christian character and govern Christian behavior. These include:**

- Making Christ preeminent in our lives.
- Loving God with all our being and our neighbor as ourselves.
- Seeking after righteousness and practicing justice and mercy in our dealings with one another.
- Exercising our freedom responsibly within the framework of God's moral law, with loving regard for the sensitivities and weakness of others.
- Seeking the forgiveness of God and others for our shortcomings.
- Seeking the help of the Holy Spirit as we help others.
- Discerning God's will by seeking His presence through prayer and study of the Scriptures.

**In keeping with the spirit of the basic Christian values stated above and with its employment objectives, EC faculty members are expected to:**

- Attend faculty meetings and assigned committee meetings.
- Emphasize punctuality.
- Emphasize the integration of faith, learning, and living inside and outside the classroom.
- Encourage and support spiritual growth in students.
- Perform satisfactorily the duties of teaching, including meeting classes, keeping appointments, advising, keeping office hours, reporting grades promptly, and responding appropriately to directives from administrators.
- Participate actively in the program of a local church.
- Exemplify personal integrative values by participation in the spiritual life on campus as well as some cross-section of EC's extracurricular events.
- Support biblical character, ethics and morality by personal lifestyle (i.e., sexual purity, no illicit drugs, no smoking, no inappropriate or unprofessional social media postings, and alcohol only in appropriate situations).
- Exemplify professionalism.
- Become familiar with *Mentoring Foundations*, which does into depth on EC's educational philosophy.