



AFRICAN
CHRISTIAN COLLEGE

OUR MISSION

African Christian College exists to glorify God by equipping women and men for excellent service in God's Kingdom.

OUR GUIDING PRINCIPLES

DRIVEN BY OUR **5 ENDS**

We glorify God. We are education-driven. We build our 5 Ends in others: **Christian Character, Servant Leadership, Global Awareness, Personal Resourcefulness, and Academic & Professional Excellence.**

A GREAT PLACE TO **LEARN**

We provide **top-quality** education from a **Christian** perspective. Learning is a **journey** in our **African context.**

A GREAT PLACE TO **WORK**

We are **creative, hard-working,** and **committed to each other,** to **improving,** and to **safety.** We treat each other well.

COMMUNITY

We build **long-term relationships** and **celebrate our successes.** We speak and act with **integrity.** We live as **faithful followers of King Jesus.**

STEWARDSHIP

We are fiscally **responsible,** operate **profitably,** and are **here to stay.** Our **systems help** us. We provide a **dazzling environment.** We are **lifelong learners.**

Learn more at AfricanChristianCollege.org/principles

GUIDING PRINCIPLES

Our guiding principles (values) provide a framework for decision-making, planning, and daily operations. They identify priorities, actions, and beliefs to help us create the organisation and future we seek while we accomplish our mission and vision.

GUIDING PRINCIPLES

1. Driven By Our 5 Ends
2. A Great Place to Learn
3. A Great Place to Work
4. A Strong Community
5. Superior Stewardship

Driven by Our 5 Ends

We are an education-driven organisation. While we engage in many activities, our primary business is education. Our other work – including administrative and agricultural – is done to support and advance our educational efforts. Whenever possible, we seek to connect work with learning opportunities.

We seek to glorify God in all we do. We proclaim Jesus as King, Messiah, and Lord without hesitation or apology. Out of this conviction, we approach scholarship, learning, teaching, work, and life from a solidly Christian perspective – because the proclamation that Jesus is King affects our understanding of what it means to be human.

We build the 5 Ends in our staff and students. Our purpose is to build five qualities in our students, exemplified daily by our staff and alumni:

- **Christian Character.** We grow in Christlikeness, loving God and neighbour, and putting Jesus ahead of any conflicting cultural heritage.
- **Academic & Professional Excellence.** We think critically, communicate well, and study and work with excellence.
- **Servant Leadership.** We are self-aware. We serve, develop, and empower others.
- **Global Awareness.** We seek justice, innovate for good, embrace diversity, and exhibit a holistic, biblical worldview.
- **Personal Resourcefulness.** We recognize, develop, and use our skills and knowledge to maintain ourselves and help others.

A Great Place to Learn

We provide top-quality higher education. Our educational efforts centre around accredited, undergraduate programmes. Our instructors are qualified and capable as scholars and teachers. Our students are prepared for further education, for global workplaces, and for changing the world.

We approach learning from a Christian perspective. A Christian worldview is neither inferior nor additive as our faith enables us to engage in every discipline. Our educational programmes are designed to equip Christian leaders.

We believe learning is a journey. Learners are active participants rather than passive vessels. Every traveller has something to offer others as we journey together. Learning is not limited to the classroom, but we make discoveries and try new things on the path.

We believe learning must be contextual and relevant to Africa. Learning should relate to students' past, present, and future African contexts. Students must move beyond theory and learn by putting their knowledge and skills to use in Africa. Learning should equip students to improve themselves and their families, communities, workplaces, and churches.

A Great Place to Work

We are empowered by the creativity, hard work, and commitment of our staff. This energy, effort, and involvement of our staff makes us remarkable. We seek to build on the creativity and intelligence of everyone here.

We are committed to each other's success. Each of us is committed to the success of everyone else who works here. We support each other, listen well, and quickly resolve conflicts. We build on our Strengths to facilitate growth and teamwork.

We treat our staff well. We provide income, benefits, meaningful work, and a sense of community for our staff which balances their needs with the resources of the organisation.

Each of us is committed to being proactive in our work. We aggressively tackle difficult issues without waiting to be asked. We know each of us bears the

responsibility for what goes on around us, and we have the opportunity and ability to effect positive change within the organisation.

We work to improve in every area. We seek to improve our performance, individually, as departments, and as an organisation. We practise self-reflection, education, cooperation, and feedback from others. When something is not working, we look at ourselves to improve before we look at the work of others.

We learn from our errors and work to correct them. When we make mistakes, we view them as opportunities for growth and change. When we make an error, we do not seek to assign blame, we seek to avoid repeating it in the future.

We strive to create a safe workplace. We work within the limits of our space to create a safe workplace. We continually reevaluate and act to improve our workspace. We consistently pay close attention and follow all safety protocols. We catch each other when we fall.

A Strong Community

We build long-term relationships with one another. We go the extra mile for each other to build mutually rewarding, long-term relationships. We work to retain those positive relationships even after a student graduates or an employee departs.

We celebrate group achievements and individual success. We regularly go out of our way to enjoy and recognise our accomplishments as an organisation. When one of us is successful, we are all successful. At the same time, we also recognise individual achievements and overwhelm each other with a steady stream of positive reinforcement.

We speak and act with integrity. We communicate clearly, openly, and courageously. We quickly resolve conflict rather than avoid others. We do what is expected, even when no one is looking.

We live as faithful followers of King Jesus. Our actions, attitudes, and habits demonstrate our commitment to living and loving like Jesus. We serve, forgive, and live in Christian unity. We practise Christian morality on and off campus. We rely on God's wisdom and walk in step with the Spirit.

Superior Stewardship

We are committed to being fiscally responsible. We spend according to our means. We are willing to delay gratification to build long-term rewards. We handle resources with thoughtfulness, care, and to maximise their value without oppression or abuse.

We operate at a healthy level of profit. Profits provide us with security and growth potential to fulfil our mission. Attaining healthy profits requires concerted and consistent efforts from everyone.

Our policies and systems help the business run better. With this in mind, we follow procedures for maximum results. We update and refine systems for improvements. We retain the flexibility to make exceptions to our rules when necessary.

We provide a dazzling environment for our students and staff. Our properties are clean, neat, and visually appealing. Spaces are safe and suitable for their intended role of living, learning, worship, or work. Assets and facilities are well-maintained and function properly. We are proud to welcome visitors to our facilities.

We are life-long learners. We consistently seek to improve our understanding of our jobs, lives, and Christian faith by regularly practising spiritual disciplines, reading, attending workshops, and staying current with industry developments.

We are here to stay. We are committed to a long-term business strategy that will keep us serving in God's kingdom for many years to come. We're committed to building long-lasting, mutually beneficial relationships with our students, staff, alumni, churches, partners, and communities.