



CBT Seminary Program Outcomes (2024/2025)

Objective #1: Scripture

Graduates will have gained skills for in-depth study and interpretation of the Old and New Testaments, including the biblical languages, interpretation, and application.

Measurement Tools

Results are measured by a juried review of significant research projects and program graduates, graduate exit surveys, and alumni surveys.

Benchmark 1: 80% will meet or exceed juried review of research projects (includes Biblical Exegesis, Capstone Research Project, Capstone Thesis, and Summative Evaluation Research Papers).

Data:

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage that met/exceeded Juried Review of Biblical Exegesis	N/A	N/A	65%	N/A	95%	N/A
Percentage that met/exceeded Juried Review of Capstone Research	100%	N/A	N/A	100%	N/A	75%
Percentage that met/exceeded Juried Review of Thesis	100%	N/A	N/A	N/A	N/A	0%
Percentage that met/exceeded Juried Review of Summative Evaluation	N/A	N/A	100%	N/A	90%	N/A

Benchmark 2: 95% will meet or exceed juried review of graduates.

Data:

	2020/21 to 2024/25	# of Grads
Percentage that met/exceeded Juried Review of MDIV Graduates	98%	13
Percentage that met/exceeded Juried Review of MCMIN Graduates	100%	19
Percentage that met/exceeded Juried Review of MBS Graduates	100%	7
Percentage that met/exceeded Juried Review of MCS Graduates	97%	3



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Benchmark 3: Students will indicate that their time here has increased their knowledge of the Bible (4.0+ on Likert scale 1-5)

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that time at CBT increased their knowledge of the Bible	4.9	4.8
Cohort Size	41	43

Benchmark 4: 80% of alumni will agree CBT helped them gain skills for studying and interpretation of the Bible.

Data:

	2010 Alumni Survey (2005-09)	2018 Alumni Survey (2010-16)
Percentage that agree CBT helped them gain skills for studying and interpreting the Bible	97.2%	100%



Objective #2: Doctrine

Graduates will have demonstrated a critical awareness and life application of their understanding of Christian history, theology, and ethics.

Measurement Tools

Results are measured by a juried review of a theological reflection paper, graduate exit surveys, and alumni surveys.

Benchmark #1: 80% will meet or exceed juried review of theological papers.

Data:

	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage that met/exceeded Juried Review of Theological Paper	N/A	94%	N/A	87%	N/A

Benchmark #2: Students will indicate that their time here has increased their understanding of Christian doctrine (4.0+ on Likert scale 1-5).

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that time at CBT increased their understanding of Christian doctrine	4.6	4.5
Cohort Size	41	43

Benchmark #3: 80% of alumni will agree CBT helped develop critical awareness and application of Christian history, theology, and ethics.

Data:

	2010 Alumni Survey (2005-09)	2018 Alumni Survey (2010-16)
Percentage that agree CBT develop critical awareness and application of Christian history, theology, and ethics.	94.5%	94.4% Chr. History 86.4% Theology 91.3% Ethics



Objective #3: Outreach

Graduates will have learned to engage lostness through evangelism, church planting, and cross-cultural missions.

Measurement Tools

Results are measured by a juried review of church planting and evangelism projects, graduate exit surveys, and alumni surveys.

Benchmark #1: 80% will meet or exceed Juried Review of Gospel Conversation

Data:

	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage that met/exceeded Juried Review of Gospel Conversation Rubric and Outline	97%	N/A	97%	N/A	N/A

Benchmark #2: Ministry students will indicate that their time here helped develop skills in evangelism, in missions, and in church planting (4.0+ on Likert scale 1-5).

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that time at CBT helped develop skills in:		
Evangelism	4.6	4.4
Missions	4.6	4.5
Church Planting	4.2	4.2
Cohort Size	41	43

Benchmark #3: 80% of alumni will agree CBT helped them gain skills for engaging lostness through evangelism, church planting, and missions.

Data:

	2010 Alumni Survey (2005-09)	2018 Alumni Survey (2010-16)
Percentage that agree CBT helped them gain skills for engaging lostness through evangelism, church planting, and missions.	86.1%	87% Evangelism 73.9% Church Planting 81% Missions



Objective #4: Discipleship

Graduates will have grown in skills of disciple-making and teaching.

Measurement Tools

Results are measured by participant and coach/mentor evaluations, graduate exit surveys, and alumni surveys.

Benchmark #1: Capstone Ministry students will score an average of 4.0+ on participant and coach/mentor evaluations in 2nd semester.

Data:

	2021/22	2022/23	2023/24	2024/25
Participant Evaluations	4.6	4.7	4.7	4.8
Coach/Mentor Evaluations	4.6	4.8	4.3	4.8

Benchmark #2: Students will rate the program as helpful in developing skills in teaching/preaching and in disciple-making (4.0+ on Likert scale of 1-5).

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that time at CBT helped develop skills in:		
Teaching/Preaching	4.7	4.7
Disciple-Making	4.5	4.5
Cohort Size	41	43

Benchmark #3: 80% of alumni will agree CBT helped them gain skills in teaching & discipleship.

Data:

	2010 Alumni Survey (2005-09)	2018 Alumni Survey (2010-16)
Percentage of alumni that agree CBT helped them gain skills in teaching & discipleship.	80.5%	91.3% Teaching 95.7% Discipleship



Objective #5: Ministry Skills

Graduates will have gained skills for shepherding God's people.

Measurement Tools

Results are measured by juried review of sermons and peer evaluation rubrics, graduate exit surveys, and alumni surveys.

Benchmark #1: 80% will meet or exceed juried review of sermons and peer evaluations.

Data:

	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage that met/exceeded Juried Review of Sermons	100%	100%	N/A	N/A	86%

Benchmark #2: Graduating ministry students will rate the program as helpful in developing ministry skills at 4.0+ (on a scale of 1-5).

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that time at CBT was helpful in developing ministry skills.	4.9	4.9

Benchmark #3: 70% of graduating ministry students will indicate an intention to be in ministry.

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Percentage of graduating ministry students who indicate an intention to be in ministry		
Ministry Degree Students	100%	100%
Non-Ministry Degree Students	83%	83%

Benchmark #4: 80% of alumni will agree CBT helped them gain skills for effective pastoral ministry, proclamation, administration, and leadership.

Data:

	2010 Alumni Survey (2005-09)	2018 Alumni Survey (2010-16)
Percentage of alumni that agree CBT helped them gain skills for effective pastoral ministry, proclamation, administration, and leadership.	85.7%	96% Pastoral Ministry 87% Proclamation 64% Administration 83% Leadership 57% Worship



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Benchmark #5: 75% of alumni will report they have served in a ministry position since graduation.

Data:

	2010 Alumni Survey (2005-09)	2018 Alumni Survey (2010-16)
Percentage of alumni that report they have served in a ministry position since graduation	90%	82.6%



Objective #6: Counselling

Graduates will have gained a better understanding of self and what it takes to counsel others.

Measurement Tools

Results are measured by a Taylor-Johnson Temperament Analysis, Spiritual Transformation Inventory, graduate exit surveys, and alumni surveys.

Benchmark #1: 100% of new students will take the Taylor-Johnson and participate in follow up counselling.

Data:

	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage of new students that take the TJ analysis and follow up review	100%	100%	100%	100%	100%

Benchmark #2: A majority of students in the Spiritual Formation course taking the STI will fall within the norms for students.

Data:

	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage of students that fall within norms	N/A	100%	N/A	100%	N/A

Benchmark #3: Graduating ministry students will rate the program as helpful in gaining skills in counseling at 4.0+ (on a scale of 1-5).

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that time at CBT was helpful in developing skills in counselling.	4.3	4.3

Benchmark #4: 80% of alumni ministry students will agree CBT helped them gain an understanding of themselves and what it takes to counsel others.

Data:

	2010 Alumni Survey (2005-09)	2018 Alumni Survey (2010-16)
Percentage of alumni that agree CBT helped them gain an understanding of themselves and what it takes to counsel others.	80.5%	91.3%



Objective #7: Ministry Practice

Graduates will have integrated knowledge and experience through ministry practice.

Measurement Tools

Results are measured by surveys, coach/mentor and participant evaluations, and juried review of a theological reflection.

Benchmark #1: 100% of students will be actively involved in church.

Data:

	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage of students that actively participate in a local church	100%	94%	90%	90%	98%

Benchmark #2: 80% will meet or exceed Juried Review of the Capstone Ministry Theological Reflection Paper

Data:

	2021/22	2022/23	2023/24	2024/25
Percentage that met/exceeded Juried Review of Capstone Ministry Theological Reflection Paper	100%	N/A	96%	N/A

Benchmark #3: 85% will receive an A or B on their coach/mentor evaluation and on participant evaluations.

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Percentage of students who receive an A or B on:		
Coach/Mentor Evaluations	94%	94%
Participant Evaluations	100%	100%

Benchmark #4: Graduating students will agree that Capstone Ministry was a valuable learning experience (4.0+ on a scale of 1 to 5).

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that Capstone Ministry was a valuable learning experience. (4.0+)	4.9	4.8
Cohort Size	41	43



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Benchmark #5: 80% of alumni will agree CBT helped them integrate knowledge and experience through ministry practice.

Data:

	2010 Alumni Survey (2005-09)	2018 Alumni Survey (2010-16)
Percentage of alumni that agree CBT helped them integrate knowledge and experience through ministry practice.	74.3%	78.3%



Objective #8: Christlikeness

Graduates will have grown in Christlikeness.

Measurement Tools

Results are measured by juried review of the Spiritual Formation covenant, church involvement survey, journey group participation, graduate and alumni surveys.

Benchmark #1: 80% will meet or exceed juried review of the Spiritual Formation Covenant

Data:

	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage that met/exceeded Juried Review of Spiritual Formation Covenant	100%	N/A	100%	N/A	See Note*

**NOTE: Faculty noted difficulty in evaluating effectiveness; planning for more effective tracking of follow-up reviews with students*

Benchmark #2: 100% of students will be actively involved in church.

Data:

	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage of students that actively participate in a local church	100%	94%	90%	90%	98%

Benchmark #3: 50% will participate in a journey group.

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Percentage of students who participate in a Journey Group	45%	37%

Benchmark #4: Graduates will indicate that their time at CBTS helped them grow in their relationship to the Lord (4.5+ on a scale of 1 to 5).

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that their time at CBTS helped them grow in their relationship to the Lord (4.5+)	4.7	4.7
Cohort Size	41	43



CBT College Program Outcomes (2024/2025)

Objective #1: Scripture

Graduates will serve the Lord from a solid foundation of Bible knowledge, understanding how to interpret the Bible and how to live out the Christian faith within a biblical worldview.

Measurement Tools

Results are measured by Juried review of graduates and assignments, Bible Knowledge test, graduate exit surveys, and alumni surveys.

Benchmark 1: 95% will exceed or meet Juried Review of BCMin and BCS graduates.

Data:

	2021/22 to 2024/25	# of Grads
Percentage that met/exceeded Juried Review of BCMin Graduates	100%	8
Percentage that met/exceeded Juried Review of BCS Graduates	95%	5

Benchmark 2: Group average of graduating students will be at or above the national norm for Bible Knowledge.

Data:

Year	# of Grads	Group Average of Graduating Students on Bible Knowledge Exam						
		Group Average	New Testament		Old Testament		Bible	
			CBT	National	CBT	National	CBT	National
2020/21	4	73%						
2021/22	5	83%	68	54	68	52	75	57
2022/23	6	83%	76	66	80	63	87	72
2023/24	4	86%	79	68	85	65	100	72
2024/25	2	86%	88	72	83	68	95	76

Benchmark 3: 80% will meet or exceed Juried Review of assignments.

Data:

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage that met/exceeded Juried Review of OT/NT Bible Study	N/A	N/A	80%	N/A	100%	N/A



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Percentage that met/exceeded Juried Review of Bible Interpretation Assignment	80%	N/A	N/A	80%	N/A	100%
Percentage that met/exceeded Juried Review of Christian Worldview Reflection	100%	N/A	100%	N/A	100%	N/A

Benchmark 4: Students will indicate that their time at CBT has increased their knowledge of the Bible (4.0+ on Likert scale 1-5)

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that time at CBT increased their knowledge of the Bible	4.8	4.9
Cohort Size	23	21

Benchmark 5: Alumni will indicate CBT gave them a solid foundation of Bible knowledge/interpretation (4.0+ on Likert scale).

Data:

	2011 Alumni Survey (2005-09)
Number on Likert scale of students that indicate that CBC gave them a solid foundation of Bible knowledge/interpretation (4.0+)	4.4



Objective #2: Doctrine

Graduates will understand the doctrines of the Christian faith from an evangelical perspective.

Measurement Tools

Results are measured by juried review of assignments, graduate exit surveys, and alumni surveys.

Benchmark 1: 80% will meet or exceed Juried Review of Capstone Ministry Theological Reflection

Data:

	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage that met/exceeded Juried Review of Theological Paper	N/A	100%	N/A	100%	N/A

Benchmark 2: Students will indicate that their time at CBT has increased their understanding of Christian doctrine (4.0+ on Likert scale 1-5).

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that time at CBT increased their understanding of Christian doctrine	4.8	4.9
Cohort Size	23	21

Benchmark 3: Alumni will agree CBT gave them understanding of Christian doctrine (4.0+ on Likert scale)

Data:

	2011 Alumni Survey
Number on Likert scale of students that indicate that CBC gave them understanding of Christian doctrine (4.0+)	4.25



Objective #3: Ministry Skills

Graduates will serve in the local church in such ways as preaching, teaching, leading worship, and shepherding.

Measurement Tools

Results are measured by coach/mentor and participant evaluations, graduate exit surveys, and alumni surveys.

Benchmark 1: 85% of Capstone Ministry students will score an average of 4.0+ on coach/mentor and participant evaluations in 2nd semester.

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Percentage of Capstone Ministry students will score an average of 4.0+ on:		
Coach/Mentor Evaluations	87%	87%
Participant Evaluations	91%	91%

Benchmark 2: BCMin students will indicate that their time here helped them develop ministry skills (4.0+ on Likert scale)

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that time at CBT helped develop skills in:		
Ministry	4.9	4.7
Teaching/Preaching	4.8	4.9
Disciple-Making	4.8	4.7
Cohort Size	10	9

Benchmark 3: 70% of BCMin students will state an intention of entering a ministry-related position

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Percentage of graduating ministry students who indicate an intention to be in ministry	100%	100%
Cohort Size	10	9



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Benchmark 4: Alumni will indicate that their time at CBT helped them develop ministry skills such as teaching/leading/worship/admin/shepherding (4.0+ on Likert).

Data:

	2011 Alumni Survey
Time at CBT helped them develop ministry skills such as teaching, leading, worship, admin, shepherding	3.85

Benchmark 5: 60% of alumni will report they are in a ministry-related position.

Data:

	2011 Alumni Survey
Percentage of alumni that report they have served in a ministry position since graduation	77%



Objective #4: Outreach

Graduates will share the gospel in their home culture and understand mission efforts around the world.

Measurement Tools

Results are measured by graduate exit surveys and alumni surveys.

Benchmark 1: Students will indicate their time at CBT helped develop awareness of missions (4.0+ on Likert scale).

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that time at CBT increased their awareness of missions.	4.8	4.8
Cohort Size	23	21

Benchmark 2: BCMIN students will indicate their time at CBT helped develop ministry skills in evangelism and church planting (4.0+ on Likert scale).

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that time at CBT helped develop skills in:		
Evangelism	4.1	4.1
Church Planting	Data Not Available	Data Not Available
Cohort Size	10	9

Benchmark 3: Alumni will indicate CBT helped them learn to share the gospel and understand missions efforts (4.0+ on Likert).

Data:

	2011 Alumni Survey
Number on Likert scale of students that indicate that CBC gave them understanding of Christian doctrine (4.0+)	3.8



Objective #5: Ministry Practice

Graduates will exercise ministry skills learned through a field practicum.

Measurement Tools

Results are measured by juried review of assignments, coach/mentor and participant evaluations, graduate exit surveys, and alumni surveys.

Benchmark 1: 80% will meet or exceed Juried Review of Theological Reflection paper

Data:

	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage that met/exceeded Juried Review of Theological Paper	N/A	100%	N/A	100%	N/A

Benchmark 2: 85% of Capstone Ministry students will score an average of 4.0+ on coach/mentor and participant evaluations in 2nd semester.

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Percentage of Capstone Ministry students will score an average of 4.0+ on:		
Coach/Mentor Evaluations	87%	87%
Participant Evaluations	91%	91%

Benchmark 3: Students will indicate Capstone Ministry was a valuable learning experience (4.0+ on Likert scale).

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that Capstone Ministry was a valuable learning experience. (4.0+)	5.0	5.0
Cohort Size	10	9

Benchmark 4: Alumni will indicate CBT helped practice ministry skills in field practicum (4.0+ on Likert scale).

Data:

	2011 Alumni Survey
Number on Likert scale indicating agreement that CBT helped practice ministry skills in field practicum (4.0+)	4.0



Objective #6: General Subjects

Graduates will understand a number of general subject areas from a Christian perspective.

Measurement Tools

Results are measured by juried review of writing samples, graduate exit surveys, and alumni surveys.

Benchmark 1: 80% will meet or exceed Juried Review of English 102 writing sample.

Data:

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage that met/exceeded Juried Review of English 102 writing sample	N/A	80%	N/A	20%	N/A	100%

Benchmark 2: BCMin students will report time at CBT has helped them develop ministry skills in counselling.

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that CBT has helped them develop ministry skills in counselling. (4.0+)	3.9	3.9
Cohort Size	10	9

Benchmark 3: Alumni will indicate that CBT helped increase understanding in general knowledge (4.0).

Data:

	2011 Alumni Survey
Number on Likert scale indicating agreement that CBT helped increase understanding in general knowledge (4.0+)	3.85



Objective #7: Spiritual Growth and Leadership

Graduates will have grown in Christlikeness.

Measurement Tools

Results are measured by juried review of spiritual covenant, church involvement survey, Journey Group participation, grad surveys, and alumni surveys.

Benchmark 1: All incoming students will be required to complete a covenant and discuss with advisor at initial interview, mid-program review and final review.

Data:

	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage of students that complete spiritual covenant and discuss it with advisor	89%	100%	100%	100%	100%

Benchmark 2: 100% of college students will be actively involved in a local church.

Data:

	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage of students that actively participate in a local church	92%	95%	70%	88%	93%

Benchmark 3: 50% of college students will participate in a journey group

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Percentage of students who participate in a Journey Group	38%	33%

Benchmark 4: Graduates will indicate that their time at CBT helped them grow in their relationship to the Lord (4.5+).

Data:

	2019/20 to 2023/24	2020/21 to 2024/25
Number on Likert scale of agreement that CBT has helped them grow in their relationship to the Lord (4.5+).	4.8	4.8
Cohort Size	23	21



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Benchmark 5: Students will indicate CBC helped put in practice spiritual growth and leadership (4.0+) and helped them grow in Christian character (4.5+)(on Likert scale of 1-5).

Data:

	2011 Alumni Survey
Number on Likert scale indicating agreement that CBT helped increase understanding in general knowledge (4.0+)	4.0
Number on Likert scale indicating agreement that CBT helped them grow in Christian character (4.5+)	4.2