

Position Open for

Director of Faculty Ministry

InterVarsity Christian Fellowship

InterVarsity Christian Fellowship is seeking a full-time Director for Faculty Ministry (FM), a national leadership position within our Graduate & Faculty Ministries (GFM). The overarching vision of InterVarsity's Faculty Ministry is "to see Christian faculty flourish and have a redeeming influence among the people, ideas, and structures of higher education." This document provides a succinct narrative summary of the FM mission, the needed direction for the next phase of FM, the organizational context, the current state of FM, and the qualities we are seeking in the next director.

Vision & Mission

InterVarsity's purpose is to form and grow witnessing communities of students and of faculty who follow Jesus Christ on university and college campuses. As we do this, our vision is to see *lives transformed* and *world changers developed*, and we are especially passionate to see good change come to the university world, or put differently, to see *campuses renewed*. Higher education, in the purposes of God, exists to seek knowledge and truth, to promote human flourishing and to serve the common good. Our institutions of higher education, which carry enormous cultural influence, are today pervasively secular and fall short of their highest potential, sometimes with dismaying consequences, especially for students. Christian faculty and administrators are those called by God to bring about renewal—through reforming influence and creative initiative—even as they seek to be faithful in their vocations as scholars and teachers. In seeking such renewal on American campuses, we are also influencing, at a crucial source, the character of our society and our world.

At its most audacious and ambitious, our vision is to contribute significantly to a dramatic increase in the number of openly Christian faculty, especially among the tenured, who would say they are flourishing and having a redeeming influence. We dare to imagine as many as 20% of tenured faculty so identified by 2035, especially given the forecast of an unprecedented turnover of faculty in the next two decades. To this end, FM focuses on forming *faculty communities* (starting at 200 of the most influential institutions), on providing excellent *programming and resources* for faculty, and on shaping *future faculty* through graduate student fellowships and the Emerging Scholars Network (ESN).

Leadership Direction

Over the last seven years, we have laid a strong foundation for Faculty Ministry: a compelling long-term vision, a clear three-fold strategy, an impressive council of advisors, a solid group of financial partners, the first phase of ESN, the initial batch of faculty communities, the creation of two annual regional faculty conferences, a growing database of faculty contacts, a curriculum for training "faculty catalysts," a more integrated structure to foster faculty ministry within GFM, and a heightened concern for faculty ministry within InterVarsity as a whole.

In this next phase we need leadership that builds on this foundation and these resources.

We are looking for a new director who will:

- Embrace the broad strokes of the current vision and strategy.
- Strengthen our internal capacity to accomplish ministry goals at the campus level.
- Help get the right FM Regional Coordinators in place to work under GFM Regional Directors (RDs)—and enhance the effectiveness of this new structure.
- Capitalize on the fresh openness among our undergraduate staff colleagues and inspire them to increase ministry to faculty across the landscape.
- Work collegially within our complex, decentralized organization to cultivate greater interest and engagement in the vision to serve faculty
- Oversee the next phase of the Emerging Scholars Network, which will involve campus staff resources, on-campus groups, local events, and mentoring.
- Expand our network of external collaborators, partners and financial supporters.
- Generate creative ideas for investing in faculty and, through them, the academy.

Organizational Context

Since its founding 70 years ago, InterVarsity has always had the whole university, including faculty, in view. In the early decades, campus staff sought to both guide student fellowships and minister to individual faculty. During the 1980s and 90s, we had one Faculty Director who itinerated nationally to encourage campus staff and pockets of Christian faculty.

In 2003, faculty ministry was folded into the 15-year -old graduate student ministry initiative and “GFM” was launched as a distinct organizational entity. Stan Wallace was named Director of FM and charged to lead a significant expansion. With a newly formed FM Leadership Team (FMLT) and an astute advisory group, Stan steered a strategic planning process that birthed a 30-year vision and outlined the three-fold strategy of FM around faculty communities, programming and ESN. Since then, Faculty Ministry has grown steadily.

InterVarsity’s Collegiate Ministries is organized into 18 regions: 14 focused primarily on undergraduates (800 staff) and 4 large, overlaying GFM regions focused on graduate students and faculty (100 staff). InterVarsity has a presence on over 500 campuses, with GFM active so far on 101 of them. All the campus staff working with faculty report up a line not to the Director of FM but to one of the 18 Regional Directors (RDs). Consequently, advancing ministry to faculty requires leadership by influence and collaboration with this array of colleagues.

The Director of FM will give priority attention *within* GFM since all GFM campus staff are expected to minister to faculty. But he or she will also invest energy in inspiring and resourcing the *wider body* of “undergrad staff” to undertake ministry to faculty as feasible. Note that the Director of FM participates in the national leadership group of RDs that convenes twice a year under the VP for Collegiate Ministries.

InterVarsity’s triennial national staff conference in January 2011 centered on the theme of *Campuses Renewed* and reignited vision across the organization for engaging with faculty; this opens up a tremendous opportunity for extending faculty ministry on hundreds of campuses over the next several years!

Current Profile of Faculty Ministry

FM launched into a five year plan in 2007 and we have made steady progress toward our goals. Here is a current snapshot of FM:

- We are serving 47 faculty communities on campuses and helping another 17 get started.
- We've designed a training program to equip paid and volunteer staff to act as "faculty catalysts" to plant new faculty groups.
- In 2010, FM hosted or helped support a total of 65 events attended by 846 faculty.
- The Emerging Scholars Network has increased to 3,750 members.
- Over 1300 receive *The Lamp Post*, our quarterly electronic publication for faculty.

The FMLT currently includes a Director of Operations, the Director of ESN, a Research & Publications Coordinator, a Training/Spiritual Formation Coordinator (part-time), and two (with two more needed) FM Regional Coordinators who encourage and equip staff, help plan events, and network with faculty in the field.

The Director of FM is an integral part of the GFM Leadership Team (includes the four GFM Regional Directors) that provides coordinated leadership for GFM. With the Director and Assoc. Director of GFM, he or she also relates to the national GFM Advisory Council comprised of 21 leaders from academia, business and the non-profit sector.

Who We Are Looking For

We are looking for someone who:

- resonates with the mission of Faculty Ministry and brings personal vision to this cause;
- loves the world of higher education and implicitly understands the academic vocation
- demonstrates intellectual vitality and theological acuity
- relates well with a diverse range of faculty and administrators
- possesses ministry gifts and organizational leadership skills
- leads by influence and collaborates well with others to move the work forward
- operates skillfully within a complex national ministry organization
- networks effectively with potential ministry partners and financial donors
- brings an unapologetic love for Christ and his mission in the world

Bobby Gross
Director of Graduate & Faculty Ministries
bgross@intervarsity.org

For more information, visit our websites for: [InterVarsity Christian Fellowship](http://intervarsity.org) (intervarsity.org)
[Graduate & Faculty Ministries](http://intervarsity.org/gfm) (intervarsity.org/gfm)
[Faculty Ministry](http://facultyministry.org) (facultyministry.org)

Director of Faculty Ministry

Graduate & Faculty Ministries (GFM)

Position Description

Supervised by: National Field Director (NFD) / Director of GFM

Supervises: Faculty Ministry Leadership Team (FMLT); secondary supervision of FM Regional Coordinators

Status: Full-Time / Exempt

National Salary Structure: Level 12

Location: National, non-NSC

POSITION SUMMARY

To advance the purpose of InterVarsity, the **Director of Faculty Ministry** will give overall vision and leadership for the growth and effectiveness of InterVarsity's ministry to faculty, which includes planting and building of witnessing communities of faculty and greatly multiplying the number of Christians entering faculty ranks with a keen sense of vocational mission.

MAJOR RESPONSIBILITIES

Personal:

- Be a maturing disciple of Jesus Christ: growing in love for God, God's Word, God's people of every ethnicity and culture, and God's purposes in the world.

Leadership:

- Give visionary leadership for Faculty Ministry (FM) **within GFM**:
 - Build and lead a FMLT consisting of:
 - FM Resource Team (e.g. Operations, Communications, Training & Resources, R&D)
 - FM Regional Coordinators
 - Director of Emerging Scholars Network (ESN)
 - Representatives (potentially) from the undergraduate side of Collegiate Ministries
 - Lead the FMLT (in conjunction with the GFMLT) in setting vision, direction and goals for FM and then implementing plans and assessing results
 - Participate fully in the GFM Leadership Team:
 - Model mature leadership and teamwork
 - Help set vision, direction, goals, and plans for GFM as a whole
 - Take on specific leadership roles (e.g. task forces, projects) as assigned
 - Collaborate effectively with the Director and Associate Director of GFM
 - Collaborate effectively with GFM Regional Directors (RDs)
 - Engage with RDs around the vision, strategy, goals and personnel for FM within their regions
 - Work with RDs to recruit, hire (approve), equip and supervise FM Regional Coordinators
- Give visionary leadership for FM **within InterVarsity as a whole**:
 - Participate constructively in the national RD team:
 - Model mature leadership and team membership
 - Build partnership across regions
 - Help set vision and direction for Collegiate Ministries
 - Provide national leadership in specific areas
 - Work effectively with NFDs and RDs to build vision, explore strategies and provide resources for growing FM across the field
 - Work effectively with other national leaders (e.g. in Multi-ethnic Ministries, Strategic Ministries, Advancement, InterVarsity Press, Missions, Operations, Executive Office) to advance FM
- Provide oversight and direction for the Emerging Scholars Network
- Create or provide support for conferences, programs, and events that advance FM
- Engage in ministry to faculty as feasible

Supervision:

- Supervise direct reports:
 - Oversee their work, including FD, giving regular feedback and annual performance reviews
 - Provide for the pastoral care and personal development
 - Provide for the training and professional development
 - Give ongoing feedback and evaluation including annual performance reviews
- Practice adept secondary/matrix supervision of FM Coordinators in conjunction with RDs; equip FM Coordinators to be effective secondary/matrix supervisors within their regions
- Model solid pastoral and supervisory skills within the GFM context

Expand external capacity of FM and GFM:

- Build strategic connections/relationships with persons or networks of value to GFM:
 - University leaders (administration and faculty)
 - Partnership organizations (e.g. CLS, CMDA, IICS)
 - Networks of Christians who share our vision (e.g. professional societies, CCCU)
- Nurture and utilize a GFM Advisory Council (with a FM subgroup), in partnership with the Director and Associate Director of GFM

Administration:

- Provide administrative services that enable staff to fulfill their assignments
- Work effectively with the GFM Operations Manager
- Model and promote good partnership with those in the National Service Center, the ministry departments and the field
- Network with NSC departments to identify and expedite key services for the work of FM
- Ensure adherence to national policies, procedures, and reporting requirements

Fund Development and Public Relations:

- Ensure sound financial status of the ministry areas for which responsible through adherence to national fund development guidelines
- Secure personal financial and prayer support
- Participate in major donor fund development in coordination with the Director of GFM and the National Advancement Officer for GFM
- Represent InterVarsity within the wider Christian community

QUALIFICATIONS

- Annually affirm InterVarsity's Statement of Faith
- Strong affirmation of the vision and values of GFM and FM within the overall mission of InterVarsity
- Spiritual maturity and theological acuity
- PhD preferred; Graduate degree required
- Faculty experience preferred; demonstrated understanding of the university/academic world and the experience of faculty required
- Demonstrated experience in campus ministry, preferably with or in conjunction with InterVarsity
- Ability to articulate a compelling vision and draw others into it
- Demonstrated ability to build partnerships and collaborate with others, to lead through influence
- Willingness and ability to work in a diverse team environment, whether as leader or member
- Excellent oral and written communication skills
- Ability to raise funds and manage finances

Frame of Reference

InterVarsity Christian Fellowship/USA

All staff members subscribe annually to the Purpose Statement of InterVarsity:

In response to God's love, grace and truth:
The purpose of InterVarsity Christian Fellowship/USA is
to establish and advance at colleges and universities
witnessing communities of students and faculty
who follow Jesus as Savior and Lord:
growing in love for God,
God's Word,
God's people of every ethnicity and culture
and God's purposes in the world.

This purpose is admittedly more limited than the Great Commission. As a mission extension of the local church, we have adopted boundaries on our activities based on our call to serve a defined group of God's people. Within the context of InterVarsity's purpose, all of the relationships and tasks that staff members engage in as part of their work for InterVarsity have both eternal and temporal components.

Values:

InterVarsity is committed to developing men and women from diverse cultures, backgrounds, and generations, whom God calls to work with us for both shorter and longer periods of service, as we pursue the call of God in the university world.

Maturing Disciple of Jesus Christ:

Every InterVarsity staff member is to be a maturing disciple of the Lord Jesus Christ, growing in obedience to the Scriptures. The marks of a long-term love relationship with Christ in the fullness of His Spirit are described in Galatians 5:22: "The fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self control." In the workplace, this fruit is revealed in healthy working relationships which encourage all staff to accomplish their work and enhance their focus on the spiritual aspects of their work.

Team Work:

Each individual staff person is a vital member of Christ's body. This means that we will work with one another in ways that honor and encourage all to grow in Christ while accomplishing His work. Our community requires that each individual serve as a team member in a collegial and open environment based on values, relationships, and vision as well as structure and position.

InterVarsity staff, both employees and volunteers, commit to serve God and all InterVarsity colleagues, students, and partners, with sensitivity to both the eternal and temporal dimensions of our work. "Whatever your task, work heartily, as serving the Lord." (Colossians 3:23a)

Four Commitments of InterVarsity's Graduate & Faculty Ministries

We believe that God has called and equipped Christian graduate students and faculty to be a redeeming influence among the people, ideas, and structures of the university and professions. In the power of the Spirit, we share the following four commitments:

Spiritual Formation

We cultivate intimacy with God and growth in Christ-like character through personal and corporate disciplines, including the rigorous study of Scripture and regular prayer that expresses our faith, love, and dependence on God.

Community

We gather as communities of graduate students and faculty to learn and worship, to challenge and care for each other, and to serve as a welcoming place for believers and seekers alike. We pursue ethnic reconciliation by practicing grace and truth and by promoting personal and systemic justice. We also encourage students and faculty to be active members in their local congregations.

Evangelism & Service

We demonstrate and proclaim the gospel within the university and professions with love and boldness, calling all to repentance, faith, and new life in Jesus Christ. We join with God's people to serve in our communities and to extend his Kingdom cross-culturally on campus and around the world.

Integration of Faith, Learning, & Practice

We engage in learning and biblical reflection in every area of life and seek a unity of knowledge and practice, because the God whom we worship is Creator of all. We labor to form leaders in every field who honor God's gifts and calling. We believe that the integrity of these pursuits will be a witness of his Kingdom to the academic and professional worlds.