

Campus Staff Member (CSM 1 - 4, including CSM <Group>)

Collegiate Ministries
Position Description

Supervised by: Area Director
Supervises: None
National Salary Structure: Levels 5 through 8

POSITION SUMMARY

To advance the purpose of InterVarsity, this position has full campus responsibilities.

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

- Establish and advance witnessing communities of students and faculty who follow Jesus as Savior and Lord at assigned campus by:
 - Developing student leadership teams
 - Providing pastoral care for leadership team, students and faculty
 - Training, providing teaching, resources and opportunities for students and faculty to grow in their love for God and the Scriptures
 - Instructing and assisting students and faculty in growing in their love for God's people of every ethnicity and culture and for God's purposes in the world
 - Encouraging and exhorting a prayerful lifestyle in students and faculty
 - Praying and working for opportunities to proclaim and demonstrate the Gospel of Jesus Christ in every part of campus life
 - Recruiting students and providing leadership for conference events
 - Guiding chapters in the development of strategic thinking regarding witness to the university

Administration

- Assure compliance with InterVarsity policies and procedures by:
 - Adhering to the risk management policies
 - Following the budgeting and expense reporting guidelines
 - Fulfilling monthly reporting requirements
 - Fulfilling national reporting requirements

Fund Development and Public Relations

- Maintain sound financial status for the area by:
 - Securing personal financial and prayer support
 - Nurturing donor relationships through visits, phone calls and regular prayer letters
 - Ensuring compliance with national fund development guidelines (30 days per year)
 - Maintaining expenses within allocated budget

QUALIFICATIONS (common to all levels of CSM)

- Annually affirm InterVarsity's Statement of Faith
- Clear and ongoing sense of calling to InterVarsity and its mission
- Bachelor's degree required
- Willing to receive ongoing training
- Strong interpersonal skills
- Excellent oral and written communication skills

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- Demonstrated problem-solving skills
- Ability to organize campus wide events
- Ability to contribute to an open and supportive relationship with team members
- Ability to recognize and minister to various groups of people on campus
- Ability to build relationships with and minister to campus faculty and assist in the planting and building of faculty chapters

CSM CAREER PROGRESSION

CSM 1 Level 5	CSM 2 Level 6	CSM 3 Level 7	CSM 4 Level 8
<p>This is an <u>entry-level</u> campus position. Prior experience with InterVarsity or other ministry is required.</p>	<p>This position reflects the <u>developing</u> CSM who is learning, understanding, and implementing responsibilities. Three or more years employment with InterVarsity or other ministry is preferred.</p>	<p>This position reflects a <u>proficient</u> CSM who is knowledgeable and experienced in campus work. Six or more years employment with InterVarsity or other ministry is preferred.</p>	<p>This position reflects a CSM who demonstrates <u>expertise</u> in each portion of the Position Description while demonstrating excellence in one or more areas. Eight years or more employment with InterVarsity or other ministry is preferred.</p>
<p>CSM - < Nationally-recognized Group > Levels 5 through 8</p> <p>This CSM position ministers to a nationally identified group of InterVarsity students and/or faculty (i.e., faculty, graduate students, ISM, multi-ethnic / ethnic students, and Greek). The position requires a mature understanding of both the particular group and the university. Prior experience with InterVarsity or other ministry is preferred.</p>			

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)