

Campus Ministry Volunteer (Levels I, II, and III)

Field Ministries

Position Description

Supervised by: Campus Staff or Area Directors

Supervises: None

POSITION SUMMARY

God has called InterVarsity to plant and to build witnessing communities of students and faculty who follow Jesus on college and university campuses. Through these groups, we believe ever-increasing numbers of students and faculty from all ethnic groups and areas of the campus will be transformed by the Gospel. We expect to see campuses increasingly become places where people, ideas, and structures flourish to the glory of God. We confidently anticipate that our InterVarsity alumni will become change agents across the country and around the world. We pursue this calling by discerning and actively participating in what God is already doing on campus. Being involved in this is the essence of being a Campus Ministry Volunteer.

ESSENTIAL COMMITMENTS AND RESPONSIBILITIES

Spiritual Growth

All Campus Ministry Volunteers pursue maturity as a disciple of Jesus Christ so that their life and work increasingly reflect a growing love for God, God's Word, God's people of every ethnicity and culture, and God's purposes in the world. This commitment applies at every level. Campus Ministry Volunteers will:

- Pursue a vibrant relationship with the triune God through engagement with Scripture, prayer, and worship, both individually and in community
- Develop self-leadership (growing in self-awareness, self-management, relational integrity, and resiliency)
- Embrace Scriptural standards for behavior and attitudes

Ministry Support on Campus (All Levels)

All volunteers assist with InterVarsity's ministry on campus. The scope and nature of this support grows with each level:

- Pray for the ministry and help create a culture of humble dependence on God and bold expectation in God's intention to start new witnessing communities throughout the campus and on new campuses
- Serve students in their efforts to build community and engage their campus with the good news through logistical support, communication, hospitality, and transportation

Discipleship (Levels II and III only)

- Lead Bible studies
- Pray with students and faculty
- Provide pastoral care and leadership development
- Invite students and faculty to make faith decisions

Campus Leadership (Level III only)

- Gather, invite, and develop diverse groups of students and faculty so that they encounter and follow Jesus as Savior and Lord, and advance the mission on campus as participants and leaders

- Offer opportunities for faculty and students to encounter and follow Jesus through Scripture, worship, prayer, mission experiences, conferences, etc.
- Equip students and faculty so that they think strategically about campus engagement and so that they proclaim – in word, deed, and power – the good news of Jesus, regularly inviting students and faculty to follow him as Savior and Lord
- Disciple students and faculty by equipping them to hear the Word, respond actively, and debrief and interpret the experience so that they grow in Christlikeness and develop ministry skills
- Build leadership teams who trust and partner well with you and who demonstrate spiritual vitality, relational health, and mission alignment
- Develop and execute plans to achieve annual goals, evaluating and modifying the plan as needed throughout the year
- Partner with and respond positively to direction and coaching from the InterVarsity Campus Staff Minister or Area Director that supervises your work

QUALIFICATIONS

The following qualifications apply to all volunteers unless a level is noted:

- Annually affirm InterVarsity's Statement of Faith – all levels
- Basic knowledge of Scripture and Biblical principles – all levels
- Current driver's license if assisting with regular transportation of students and staff – all levels
- Background check: **[Level I]** - discretionary, **[Level II]** - recommended, **[Level III]** - required

- **[Level III]** Associate's or Bachelor's degree or equivalent experience preferred
- **[Level II]** Prior experience as a participant or leader in campus ministry (or other ministry context) preferred

- **[Level III]** Associate's or Bachelor's degree or equivalent experience required
- **[Level III]** Prior experience as a participant or leader in campus ministry (or another ministry context) preferred
- **[Level III]** Strong interpersonal skills (including ability to minister to diverse ethnic communities and faculty)
- **[Level III]** Excellent verbal and written communication skills

LEVEL OVERVIEW

This document describes the Campus Ministry Volunteer role across three levels of engagement and responsibility. Volunteers progress through levels as their ministry capacity, experience, and leadership grow. Each level builds on the foundation of the previous one.

[Level I] Ministry Support – Foundational participation in campus ministry through prayer, logistics, and hospitality.

[Level II] Student Discipleship – Active involvement in discipling students, leading Bible studies, and pastoral care.

[Level III] Campus Leadership – Strategic leadership of campus ministry, equipping others, building teams, and advancing the mission

InterVarsity Christian Fellowship/USA

Frame of Reference

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)