

Associate Regional Ministry Director

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.

Field Ministries
Position Description

Supervised by: Regional Ministry Director
Supervises: As delegated
National Salary Structure: Level 10
Exempt (Minister)

POSITION SUMMARY

To advance the mission and purpose of InterVarsity as noted above, an Associate Regional Ministry Director has significant shared leadership with the Regional Ministry Director and has spiritual leadership and pastoral supervisory responsibility within a region.

ESSENTIAL FUNCTIONS

Personal Spiritual Duties

- 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.
- Practice daily spiritual disciplines
- Pursue spiritual relationships and involvement in a worshipping community
- Continue learning and growth in spiritual understanding, biblical knowledge, ministry experience and skills
- Experience and live out an ongoing call to ministry service with InterVarsity and its mission.

Ministry Leadership

- Participate and be fully engaged in the regional team to set ministry vision and direction, to contribute to the accomplishment of the team's plans for spiritual growth and transformation, and to provide regional leadership in specific areas
- Share in leading the region by:
 - Leading growth as a staff worshipping community, depending on God in prayer
 - Partnering in setting the spiritual; vision and direction for the region
 - Helping to strategically recruit, hire, and place area ministry directors and other regional ministry staff
 - Developing pastoral care and training modules for area ministry directors and their staff
 - Developing region-wide student training programs and opportunities for spiritual growth and development
- Engage regularly in ministry to students
- Engage positively with the supervision you receive from your staff director

Pastoral Supervision (as delegated)

- Assist in providing for the specific pastoral care and personal development of those in regional ministry leadership and their ministry teams
- Assist in providing for the training and professional development of those in regional ministry leadership

- Partner in the supervision, leadership and fund development work of those in regional ministry leadership
- Supervise specific regional ministry staff, as delegated
- Mentor regional ministry staff with identifiable leadership potential
- Provide ongoing feedback and evaluation of staff including annual performance reviews

Administration

- Assist in providing administrative services and financial management that enables ministry staff to do their jobs
- Maintain strong partnerships with National Service Center personnel
- Assist in ensuring adherence to national policies, procedures, and reporting requirements
- Provide oversight and implementation, as delegated, for regional ministry training programs, meetings, and projects

Ministry Partner Development and Public Relations

- Serve as an ambassador of InterVarsity to individual ministry partners and churches, through prayer, discussion of ministry efforts, mission, and accomplishments
- Assist in maintaining sound financial status of the region through management of budgeting, fund development, and expense control
- Secure personal financial, prayer support and maintain a ministry among partners who will fund InterVarsity
- Raise strategic funds for the region as needed
- Represent InterVarsity within their region
- Develop key relationships within the community as directed

QUALIFICATIONS

- Annually affirm InterVarsity's Statement of Agreement (Doctrinal Basis and Purpose Statement). Abide by InterVarsity's Code of Conduct. Believe and behave consonantly with InterVarsity's Human Sexuality Theological Paper. Affirm and behave consonantly with InterVarsity's "Women in Ministry Statement of Affirmation"
- Ongoing call to InterVarsity and its mission
- Bachelor's degree required, graduate degree preferred
- Evidence the characteristics of a life-long learner
- Ministry skills (including the ability to communicate spiritual vision, teach spiritual and biblical principles, plan ministry programs, and spiritually disciple, coach and mentor)
- Minimum six years prior work experience with InterVarsity or other campus ministry required
- Willing to receive ongoing training
- Able to contribute to an open and supportive relationship with ministry team members
- Ability to develop a ministry team
- Strong interpersonal skills and demonstrated ability and commitment to work in a diverse team environment
- Excellent oral and written communication skills
- Demonstrated problem-solving skills
- Ability to organize events and manage the details involved
- Detail and task oriented
- Ability to take charge of ministry teams and tasks; work independently without close supervision

Frame of Reference

InterVarsity Christian Fellowship/USA

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All ministers subscribe annually to the Purpose Statement of InterVarsity:

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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 ministers 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 minister 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 ministers to accomplish their work and enhance their focus on the spiritual aspects of their work.

Team Work:

Each minister 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 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)