

## Campus Staff Minister (CSM 1 – Sr. CSM; and <Nationally-recognized Groups>)

Field Ministry  
Position Description

Supervised by: Associate Area Ministry Director and above  
Supervises: None  
National Salary Structure: Levels 5 through 9  
Status: Exempt (Minister)

### 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. This is the essence of being a Campus Staff Minister (CSM).

### ESSENTIAL COMMITMENTS/RESPONSIBILITIES

#### 1. Spiritual Growth

As a Campus Staff Minister, you pursue maturity as a disciple of Jesus Christ so that your life and work increasingly reflects a growing love for God, God's Word, God's people of every ethnicity and culture, and God's purposes in the world. To do this, you 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

#### 2. Campus Leadership

As a Campus Staff Minister, you increase the number of witnessing communities, as well as the size, health, spiritual maturity, and campus-wide influence of existing witnessing communities of students and faculty by being a:

- *Visionary Guide:*  
You communicate and model InterVarsity's vision to see students and faculty transformed, campuses renewed and world changers developed
  - 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
  - Model – in person and through programs – InterVarsity's vision and Core Values, including a biblically-defined commitment to engage every ethnic and social group on campus
  - Lead students and faculty – individually and collectively – through Scripture, prayer, teaching, and discipleship experiences, so that they articulate and align their ministry activities around this vision
  - Set annual goals through prayer, research and reflection with your teams (students, faculty, and staff) for qualitative and quantitative growth, including conversions and leadership development
- *Structural Architect:*  
You create, develop, align and leverage ministry plans, programs, teams, and structures to close the gap between current reality and the aspirational goals.
  - 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

- Increase momentum for the vision by aligning programs, structures, conferences and teams around the goals
- Mobilize students and faculty to engage their relational networks with the gospel and to start new missional communities
- Under the direction of the Area Director, may supervise Ministry Interns and Campus Ministry Interns as delegated
- *Missional Developer:*

You intentionally gather, invite, and develop diverse groups of students and faculty so that they not only encounter and follow Jesus as Savior and Lord but also advance the mission on campus as participants and leaders.

  - Create ways 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, reflect our Core Values, and develop ministry skills
  - Invite, coach, and equip students and faculty to become increasingly effective participants and leaders, including starting new witnessing communities on campuses

### 3. Organizational Collaboration

As a Campus Staff Minister, you have joined a national mission. Therefore, you work with a network of other local, area, regional, and national InterVarsity staff and volunteers so that our work reflects Biblical standards of excellence, integrity, and partnership.

- Partner with and respond positively to the direction and coaching of your supervisors and national leaders
- Contribute to collaborative and productive team meetings and relationships
- Affiliate chapters under your care and submit Graduating Student Forms in order to increase our partnership with current students and alumni
- Use national ministry resources and tools, as requested, including recruiting and/or participating in local, regional, or national conferences as required
- Complete reporting, planning and review requirements in a timely way so that you and your supervisors can assess and improve your work as a CSM
- Comply with all InterVarsity policies and procedures

### 4. Ministry Partnership Development

As a Campus Staff Minister, you will develop a team of partners – churches and individuals (including alumni and community members) – who will resource the ministry financially, in prayer, or volunteer service that advances the mission.

- Raise 100% of the financial budget assigned by your supervisor
- Communicate regularly with your ministry partners, nurturing the relationship through visits, phone calls, emails and regular prayer letters
- Develop on-going, long-lasting partnership with alumni and volunteers
- Comply with all Ministry Partnership Policies
- Identify and invest in advocates who will build networks of volunteers and donors on InterVarsity's behalf

### 5. Accomplish all other assigned tasks as appropriate

#### QUALIFICATIONS (common to all levels of CSM)

- 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"
- Bachelor's degree required for CSMs assigned to a four-year campus. A minimum of an Associate's degree required for CSMs assigned to a two-year campus or a community college

- Strong interpersonal skills (including ability to minister to diverse ethnic communities and faculty)
- Excellent verbal and written communication skills
- Demonstrated problem solving skills
- Familiarity with word processing, presentation, email, and spreadsheet software

### WORK ENVIRONMENT/PHYSICAL REQUIREMENTS

The CSM position leads ministry in a college campus environment. A designated office space may or may not be available. The CSM is required to travel to on-campus and off-campus sites as appropriate. Off-campus travel includes, but is not limited to: student ministry conferences, Ministry Partnership Development meetings, and InterVarsity-sponsored training sessions, meetings, and conferences. The CSM is regularly required to communicate with others, and routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets, etc.

### CAMPUS STAFF JOB GROUP CAREER PROGRESSION

#### CSM 1

Level 5

This is an entry-level CSM position. The CSM is still learning and understanding the Commitments/Responsibilities of the position.

#### CSM 2

Level 6

This is a developing CSM who demonstrates experience and skill in many of the Commitments/Responsibilities of the position. Three or more years of experience with InterVarsity (or other equivalent work experience) is preferred.

#### CSM 3

Level 7

This is a proficient CSM who is knowledgeable and experienced in all the Commitments/Responsibilities. Six or more years of experience with InterVarsity (or other equivalent work experience) is preferred.

#### CSM 4

Level 8

This is a CSM who demonstrates expertise in all Commitments/Responsibilities of the position while demonstrating excellence in one or more areas. Eight years or more experience with InterVarsity (or other equivalent work experience) is preferred.

#### Senior CSM

Level 9

This is a Senior level CSM who models balanced, Biblical maturity in all areas of ministry, and has in-depth and ongoing responsibilities for campus work while influencing the region and its Staff through modeling and teaching. Eight years or more experience with InterVarsity (or other equivalent work experience) is preferred. Graduate degree is also preferred.

#### CSM - <Nationally-recognized Group>

Levels 5 through 8

This CSM position ministers to a nationally identified group of InterVarsity students (graduate, International, multi-ethnic / ethnic, Greeks, nursing, art, or athletes) and/or faculty. This position requires a mature understanding of the university and the particular group of students or faculty as well as skills in effective campus ministry. Prior experience with InterVarsity or other ministry is preferred as stated above.

### CORE COMPETENCIES

- *Leads and manages self*  
**Emotional Intelligence:** Cultivates awareness and management of their own emotions, strengths, and

weaknesses. Observes others' emotions accurately and engages perceptively with others in diverse settings

- *Leads and manages mission*

**Assesses Reality:** Uses appropriate practices and measures to discern critical realities within their scope of work

**Builds Teams:** Builds cohesive, mutually supportive, diverse teams that apply their skills and perspectives to achieve team goals

**Catalyzes Diversity:** Seeks out and engages others across diversities effectively, creates an inclusive culture and leverages differences to advance the mission on campus

**Communicates Vision:** Acquires and articulates a clear, compelling vision that motivates others to action.

**Develops Disciples, Leaders and Prospective Staff:** Recruits disciples and leaders and prospective staff, coaching and developing them in intimacy with God, Christlike character, and engagement in mission

**Develops Ministry Partnerships:** Develops a growing number of partners who pray, fund, and volunteer to advance the ministry

**Makes Sound Decisions and Plans Toward Desired Results:** Makes sound, timely decisions and plans that keep the work on campus moving forward toward desired results

**Manages Change and Ambiguity:** Leads effectively, even in situations characterized by uncertainty or dissonance

- *Leads and manages in the organization*

**Collaborates with Others:** Builds mutual trust with others, demonstrates commitment to the goals of their team and willingness to resolve conflict

**Executes Administration:** Communicates and reports in a timely and effective way

# 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)