

## Ministry Team Leader

Field Ministry

Position Description

Supervised by: Area Ministry Director  
Supervises: Local Ministry Team, as delegated  
Pay Level(s): Grade 7  
Status: Exempt

### POSITION SUMMARY

To advance the mission and purpose of InterVarsity, a campus ministry team leader provides oversight for a team of campus ministers that is a sub-set of the Area Ministry Staff Team. Reporting to an Area Ministry Director, he/she exercises spiritual leadership and pastoral supervision and is responsible for the campus work performed by members of this ministry team.

### ESSENTIAL RESPONSIBILITIES

#### 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 area ministry team to set spiritual vision and direction, to contribute to the accomplishment of the team's plans for spiritual growth and transformation, and to provide area leadership in specific areas
- Lead a local ministry team in:
  - Growing as a community and depending on God in prayer
  - Encouraging the ministry team's participation in the area's vision and direction
  - Developing student leaders and recruiting for discipleship and leadership training programs and ministry projects
  - Recruiting campus ministry staff candidates strategically
  - Engage regularly in ministry to students, teaching and encouraging students to love, study and apply Scripture to their lives
  - Engage positively with the supervision you receive from your ministry supervisor

#### Pastoral Supervision (as delegated):

- Provide for the pastoral care and support of a local staff spiritual team
- Provide for the training and professional development of ministry interns, campus ministry interns, and campus ministers
- Lead local ministry team meetings
- Oversee the campus work of the local ministry team; oversee fund development, as delegated
- Provide regular feedback to campus ministers and interns related to their ministry and work
- Provide, with Area Ministry Director approval, evaluation of local campus ministers and interns including annual performance reviews

#### Administration:

- Provide, as delegated, administrative services and financial oversight that enables local ministers to do their jobs
- Ensure adherence to area, regional and national policies, procedures, reporting requirements and financial guidelines

#### 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.

- Maintain, as delegated, sound financial status of the local staff team through oversight of budgeting, fund development and expense control
- Secure personal financial and prayer support and strategic funds for the local team, as needed, by maintaining a ministry among partners who will fund InterVarsity
- Cultivate and maintain relationships with alumni
- Represent InterVarsity within the broader Christian community

#### 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
- Minimum three years campus ministry or equivalent work experience required
- Willing to receive ongoing training
- Ability to contribute to an open and supportive relationship with team members
- Ability to develop a team
- Strong interpersonal skills and demonstrated ability and commitment to work in a diverse team environment
- Ministry skills (including the ability to communicate spiritual vision, teach spiritual and biblical principles, plan ministry programs, and spiritually disciple, coach and mentor)
- Effective oral and written communication skills
- Demonstrated problem-solving skills
- Ability to organize campus wide events
- Ability to maintain accurate records and files
- Ability to take charge of team and tasks and to work independently

## 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)