

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 Ministry
Position Description

Supervised by: Field Ministry Vice President

Supervises: Divisional Ministry Directors, Area Ministry Directors, Associate Regional Ministry
Director, Assistant Regional Ministry Director

National Salary Structure: Level 12

Exempt (Minister)

POSITION SUMMARY

To advance the mission and purpose of InterVarsity as noted above, a Regional Ministry Director, together with her/his ministry team, develops and leads the regional ministry staff team in the implementation of InterVarsity's Vision. He/She is responsible for the spiritual leadership, pastoral supervision, and development of all campus ministry and the on-going development of all ministry staff in 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 ministry team to set missional vision and direction, to contribute to the accomplishment of the ministry team's plans for spiritual growth and transformation, and to provide regional leadership in specific areas
- Participate in the national team of regional directors and:
 - Model mature leadership and team membership
 - Build partnerships across regions
 - Help set missional vision and direction for the campus
 - Provide national leadership in specific areas
- Lead the region and regional leadership team in:
 - Growing as a community and depending on God in prayer
 - Setting the missional vision and direction for the region
 - Strategically recruiting, hiring, and placing area ministry directors and other regional ministry staff
 - Providing for the pastoral care and ministry training of staff
 - Developing student training programs and opportunities for their spiritual growth and development
- Engage regularly in ministry to students

- Engage positively with the supervision you receive from your staff ministry director

Pastoral Supervision

- Provide for the pastoral support and personal development of those in regional ministry leadership
- Provide for the ministerial training and professional development of those in regional ministry leadership
- Oversee the supervision, leadership and fund development work of those in regional leadership
- Provide ongoing feedback and evaluation of those in regional leadership including annual performance reviews
- Work effectively with your Vice President and the other RDs to build an effective partnership with the National Advancement Officer and other ministry coordinators

Administration

- Provide administrative services and financial management that enables staff to do their jobs
- Maintain strong partnerships with National Service Center personnel
- Ensure adherence to national policies, procedures, and reporting requirements

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.
- Develop and maintain a ministry among partners who will fund InterVarsity
- Cultivate and maintain relationships with alumni
- Maintain sound financial status of the area through management of budgeting, fund development and expense control
- Secure personal financial and prayer support and strategic funds for the area as needed
- 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; graduate degree preferred
- Evidence the characteristics of a life-long learner
- Minimum six years prior work experience in campus ministry, at least four of which are with InterVarsity
- Ministry skills (including the ability to communicate spiritual vision, teach spiritual and biblical principles, plan ministry programs, and spiritually disciple, coach and mentor)
- Willing to receive ongoing training
- Ability to contribute to an open and supportive relationship with team members
- Ability to develop a ministry team
- Strong interpersonal skills and demonstrated ability and commitment to work in a diverse ministry team environment.
- Excellent oral and written communication skills
- Demonstrated problem-solving skills
- Ability to organize events and manage the details involved
- Detail and task orientation
- Ability to take charge of ministry teams and tasks; work independently without close supervision

Frame of Reference

InterVarsity Christian Fellowship/USA

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)