

Regional Ministry Director

Field Ministry
Position Description

Supervised by:	Field Ministries Vice President
Supervises:	Divisional Ministry Directors, Area Ministry Directors, Associate Regional Ministry Directors, Regional Coordinators
National Salary Structure:	Levels 10 - 13
Status:	Exempt (Minister)

POSITION SUMMARY

To advance the Purpose and Vision of InterVarsity, a Regional Ministry Director, together with her/his regional leadership team, develops and leads ministry staff in the implementation of InterVarsity's mission on campuses within the region.

To serve a wide diversity of students and faculty, the Regional Ministry Director (RMD) provides visionary and strategic leadership to plant and sustain witnessing communities on a growing number of campuses and "corners" of campus. The RMD leads by providing for the hiring, training, supervision, professional development, and pastoral care of staff. The RMD effectively leads and collaborates within the larger organizational structure and culture of InterVarsity. The RMD represents InterVarsity within the wider church and public sphere.

ESSENTIAL FUNCTIONS

Personal Leadership

The Regional Ministry Director models spiritual and personal maturity as a disciple of Jesus Christ, reflecting love for God, God's word, God's people, and God's purposes.

- Practice spiritual disciplines that lead to spiritual vitality, godly character, and missional life
- Pursue spiritual relationships and involvement in a worshipping community
- Work toward "self-leadership" characterized by self-awareness, self-management, social awareness, and relational integrity

Ministry Leadership

The Regional Ministry Director leads the staff team to accomplish the mission among students and faculty on campuses within his/her geography through vision, strategy, and execution of plans.

- Create and maintain a healthy and productive regional culture (values, ethos, practices, traditions, etc.) that enhances effectiveness in carrying out the mission by individual staff and staff teams
- Lead the regional leadership team to:
 - Function as a hospitable, inclusive, and prayerful team
 - Set missional vision and execute strategic plans for the region
 - Create a strong leadership development system for staff recruitment, development, and advancement
 - Develop diverse student training programs and events
 - Implement Ministry Partnership practices and strategies that lead to fully resourced staff
- Recruit, hire and supervise ministry directors for the region
 - Equip and develop directors for the region and movement through training, professional development, and spiritual formation
 - Oversee all aspects of their work and provide ongoing feedback, annual performance reviews, and jointly set annual goals
 - Support with counsel, problem-solving, and encouragement
 - Provide oversight and accountability for their Ministry Partnership Development
- Build or improve regional systems and structures to enhance the mission
- Provide administrative services and financial management
- Ensure adherence to national policies, procedures, and reporting requirements
- Engage in ministry to students as feasible

Organizational Leadership:

The Regional Ministry Director leads on behalf of InterVarsity as a national organization in alignment with its values, purpose, and strategic priorities.

- Contribute to a geographic team of Regional Ministry Directors for mutual learning and encouragement
- Participate collaboratively as part of the wider Senior Field Leadership Team
 - Engage in “Co-Lab” partnerships with leaders from the Focus Ministry and Strategy & Innovation teams
 - Take on national assignments as delegated
- Lead collaboratively within the larger organization and in alignment with strategic vision and plans
 - Partner well with the National Service Center personnel and other non-Field departments
 - Act as a good steward of organizational culture
- Engage responsively with immediate supervisor

External Leadership:

The Regional Ministry Director represents InterVarsity to external audiences and stakeholders in a way that enhances the reputation and mission of the organization

- Develop Ministry Partners who will give financially and support prayerfully our mission
 - Secure funds for assigned budget for the RMD position
 - Raise strategy funds for the region as needed
 - Communicate with Ministry partners on a regular basis
- Serve as an ambassador of InterVarsity and our mission to a network of ministry partners, churches, and other organizations within the broader Christian community
- Mobilize resource networks of alumni and volunteers that can help advance our mission

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”
- Bachelor’s degree required; graduate degree preferred
- Minimum six years prior work experience in campus ministry, preferably with at least four with InterVarsity
- Evidence of being a life-long learner and willingness to receive ongoing training
- Demonstrated experience and skills in Christian ministry including leading individuals and teams
- Excellent oral and written communication skills
- Ability to work independently without close supervision

REGIONAL MINISTRY DIRECTOR JOB GROUP

Associate Regional Ministry Director: Level 10 This role shares in the essential functions of a Regional Ministry Director. The Associate Regional Ministry Director can be assigned any aspects of the Regional Ministry Director position at the discretion of the RMD. This role allows for national engagement though is primarily focused on regional leadership.

Regional Ministry Director: Level 12 This role begins as a developing RMD who demonstrates experience and skill in many of the essential functions of this position. The aim is to become a proficient RMD who is knowledgeable and experienced in all the essential functions.

Senior Regional Ministry Director: Level 13 This role models balanced, biblical maturity in all areas of ministry, and has ongoing responsibilities in partnership with their supervisor for the regions in her/his territory. Five years or more experience as a Regional Director is preferred.

CORE COMPETENCIES

Manages and Leads Self

Exhibits Emotional Intelligence: Cultivates awareness and management of own emotions, strengths, and weaknesses. Observes others' emotions accurately; engages perceptively with others in diverse settings.

Manages and Leads Mission

Assesses Reality: Gathers and analyzes relevant facts and data to discern reality within one's scope of responsibility.

Catalyzes Diversity: Seeks out and engages others across diversities effectively, creates an inclusive culture, and leverages differences to advance the organization's mission.

Communicates Vision: Articulates a clear, compelling vision, located within organizational purpose and values that motivates others to action.

Develops Ministry Partner Networks: Effectively builds ministry partner networks outside of the organization to enable the development of needed funding and resources. Equips and enables others to cultivate ministry partner networks to acquire needed resources.

Makes Sound Decisions and Plans Towards Desired Results: Makes sound, timely decisions and plans that keep the organization moving forward toward desired results.

Manages and Leads Others

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

Develops Staff and Prospective Leaders: Develops campus ministers and emerging leaders in the areas of emotional intelligence, spiritual maturity, successful performance, and career development.

Manages Change: Leads effectively, even in situations characterized by uncertainty or dissonance.

Supervises staff: Manages others by providing ongoing direction, coaching, support, delegation and performance feedback as needed to enable staff to complete their work.

Manages and Leads Organization

Collaborates with Others: Develops partnerships of mutual trust with leaders and campus ministers across the organization, works effectively and harmoniously to meet shared objectives.

Executes Administration: Communicates and reports in a timely and effective way and ably manages expenses and finances.

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)