

# Purpose Statement

*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.

**INTERVARSITY AREA DIRECTOR APPLICATION**

**Full Name (First, Middle, Last)**

How to respond:

1. Please complete this form, being sure that the form notes the applicant's name. Then send the form to the hiring supervisor.

2. If you received this form by E-mail, you may fill out the form, print it out and return it by postal mail, or respond by E-mail to the hiring supervisor.

3. This application has been worded using InterVarsity campus ministry language. If you are an external candidate, please answer the questions to the best of your ability using equivalent ministry or work experiences, or make a note when the question is not applicable.

Valid electronic signatures are typed exactly as your name is normally signed, with the last four digits of your

social security number or your zip code typed after your name.

**Complete the InterVarsity General Application (Personal Data, Education and Work Experience) if not a current employee.** Please sign the **Statement of Intent**, the **Consent and Release** form and the **Statement of Agreement** and return either hard copy signatures or electronic signatures with your application.

**SPIRITUAL GROWTH**

1. Describe a few ways you have been growing in self-leadership and in spiritual maturity over the past two years.

1. What spiritual gifts have been evidenced in your ministry? Please illustrate each one you list.

1. As IV employees, we embrace and practice Scriptural standards for behavior and attitudes, including those described in the Code of Conduct**.** What questions, if any, do you have about InterVarsity’s Code of Conduct?

**CAMPUS MINISTRY LEADERSHIP**

**Visionary Guide**

1. Tell a story that exemplifies why you love the university mission field.

1. As you assess the ministry team you would oversee, describe your ministry vision to plant and grow witnessing communities for the next three years. How will you implement this vision? What obstacles do you expect to encounter?

1. Describe succinctly how you envision students and faculty growing as disciples in, with, and like Christ as a result of their experience in InterVarsity within your Area.

1. Evangelistic outreach is essential to the ministry of InterVarsity. Describe a time your ministry was seeing few individuals making commitments to Christ. What steps did you take to increase the vision and turn around the evangelistic efforts of your team? What were the results?

**Structural Architect**

1. Describe an experience where you led a team to develop and implement a ministry plan. What were your strengths and weaknesses in this process?

1. Campus ministry history (or equivalent if an external applicant)

|  |  |  |  |
| --- | --- | --- | --- |
| Total Number of | Two Years Ago | Last Year | This Year (to date) |
| Overall Students or Faculty |       |       |       |
| Small Groups |       |       |       |
| Conversions |       |       |       |

How did you leverage ministry drivers to produce the results in the chart above (e.g. New Student Outreach, leadership development events, training events, team meetings, etc.)?

How did you individually coach those you led to expand the ministry?

**Missional Developer**

1. List the people you have successfully recruited for ministry positions and state the position each person accepted.

1. Illustrate ways you have empowered and developed two other people in their ministry.

3. Outline some of your values and practices in leading/supervising others whose ethnicity and gender differ from yours. Illustrate from your experience.

4. The Area Director position will involve the handling of disagreement and conflict. Describe a situation in which you had a significant disagreement with a peer or authority figure. What steps did you take to bring about resolution?

1. In interviewing a campus ministry intern, the candidate indicates issues in one of the areas listed below. Choose one of the following topics:
2. Alcohol abuse
3. Addiction to pornography
4. Same or opposite sex promiscuity/temptation

Indicate how you would advise the candidate with this issue re: full-time campus ministry staff work? What consequences might result from ongoing problems in that area?

**ORGANIZATIONAL COLLABORATION**

1. Describe a time you collaborated with a person or team with more seniority, power, or experience than you in order to accomplish your goals. How did you build rapport and consensus? How did you overcome a challenge?

1. Describe what practices you have put in place to complete administrative tasks.

**MINISTRY PARTNERSHIP DEVELOPMENT (MPD)**

* + - 1. Explain your MPD strategy during the fiscal year (including your practices with graduating students, alumni, and major donors).

2. What strengths/weaknesses do you have in MPD? Please illustrate.

3. Share an example of how you managedthe MPD efforts of others (e.g. mission trips, scholarships, new staff, etc.). What specific leadership did you provide?

4. (For current IV Staff applicants only) Has your income met expenses on June 30 for the last three years? [ ]  Yes [ ]  If no, please explain.

5. How much annual support do you anticipate bringing to the Area Director position?

 How many donors does this figure represent?

**STATEMENT OF INTENT**

1. Review the Area Director Position Description. Please explain why you want to be an Area Director.

2. What are your long-term vocational goals? How does the Area Director position fit with your long-range goals? How will your goals be enhanced by the Area Director experience? Please explain any additional hopes/concerns.

3. What parts of the Area Director position seem most difficult to you? What assistance will you require to accomplish these?

4. Commitment:

As an Area Director, are you willing to work under a male or female regional director?

[ ]  Yes [ ]  No Reservations, if any?

Under a director of another ethnicity?

[ ]  Yes [ ]  No Reservations, if any?

Are you willing to have a woman student of any ethnicity lead an InterVarsity chapter?

[ ]  Yes [ ]  No Reservations, if any?

Will you support InterVarsity's affirmation that women may teach from Scripture in all InterVarsity contexts?

[ ]  Yes [ ]  No Reservations, if any?

**REFERENCE LIST**

Dear Area Director Applicant,

Attached are the forms for completion by your references (we will not accept reference forms from family members). Please list the name, telephone number and email address of the person to whom you have given each reference form. Make sure each reference has your name, and your supervisor's name, phone number and email address.

Please have your references send their completed forms to the hiring supervisor.

**Completed reference forms may be emailed to:**

|  |  |
| --- | --- |
| NAME OF HIRING SUPERVISOR  |       |
| PHONE NUMBER  |       | EMAIL ADDRESS  |       |
|  |

1. InterVarsity Staff Supervisor or Ministry Supervisor

|  |  |
| --- | --- |
| NAME  |       |
| PHONE NUMBER  |       | EMAIL ADDRESS  |       |
|  |

2. Ministry Peer or Person Under Applicant’s Leadership

|  |  |
| --- | --- |
| NAME  |       |
| PHONE NUMBER  |       | EMAIL ADDRESS  |       |
|  |

3. Affirmation from a Pastor/Ministry Leader

|  |  |
| --- | --- |
| NAME  |       |
| PHONE NUMBER  |       | EMAIL ADDRESS  |       |
|  |

Please list other InterVarsity Staff who know you well:

|  |  |
| --- | --- |
| NAME  |       |
| PHONE NUMBER  |       | EMAIL ADDRESS  |       |
|  |

|  |  |
| --- | --- |
| NAME  |       |
| PHONE NUMBER  |       | EMAIL ADDRESS  |       |
|  |

|  |
| --- |
| **I certify that the information contained in this application is true and complete to the best of my knowledge, and I understand that, if employed, any falsified statements on this application may be grounds for dismissal.****I authorize InterVarsity Christian Fellowship to investigate all information provided and statements made on this application, in my submitted résumé(s), and in any interview in which I may participate.****If appointed to a position with InterVarsity, I affirm and will adhere to the Doctrinal Basis and Purpose of InterVarsity Christian Fellowship/USA, and I agree to accept the responsibility to raise the financial budget required by my supervisor.****I understand that this application does not constitute an offer of employment and that it does not create, nor is it intended to create, a contract of employment.****I understand that employment with InterVarsity is on an “at will” basis, which means that employment with InterVarsity can be terminated at any time, by the employer or by me, with or without prior notice, warning, or disciplinary action, and for any or no reason, with or without cause.****I have read, understand, and consent by my signature to these statements.** |
| SIGNATURE |            | DATE |            |
|   | \*electronic signature: typed full name followed by zip code or last four digits of SSN |
|   |