



CAMPUS MINISTRY JOB DESCRIPTION

Guelph Campus Ministry is currently accepting applications for a half-time campus minister. The successful candidate will work alongside our current full-time campus minister as part of an active ministry team that includes several student interns. The two campus ministers will essentially share the same job description and be of equal standing in terms of ministry leadership. Each semester, the staff team, together with the Board of Directors, will outline specific roles for one another based on current interests and gifts in ministry. Collaboration and teamwork will be of the utmost importance.

What follows is our vision for ministry and a description of the position. As you read through this package, it is our hope that you get a sense of our deep desire to participate in God's redemptive project.

GUELPH CAMPUS MINISTRY VISION STATEMENT

*Guelph Campus Ministry is a Christ-centered fellowship that is
Celebrating the life of Jesus Christ,
Growing in faith,
Building community, and
Engaging campus, bearing witness to God's love for this world.*

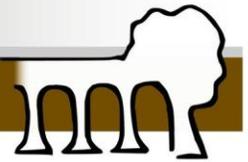
Our vision for student-led ministry has everything to do with Leadership Development. At its core, GCM is a means for students to get involved in ministry and develop their gifts. Student leadership is encouraged in the following four areas: Justice, Hospitality, Education and Worship. As part of the Multi-Faith Resource Team, GCM recognizes diversity and works toward understanding across faith traditions.

PARAMETERS OF MINISTRY

Guelph Campus Ministry is a bridging Christian community. We want to see students and staff connecting with local churches; we work in partnership with non-profits and other community organizations within the City of Guelph; and we encourage our community members to work collaboratively with other student groups. In other words, we do not want our community members to offer leadership only within the confines of our own Christian community. We want to bear witness more broadly to God's love for the whole of this world.

Our staff team is encouraged to model this vision for ministry. The campus minister's primary job is to develop student leaders. Each of the four areas of ministry are weighted equally under that umbrella, and the campus ministers should spend 20% of their time in the areas of Justice, Hospitality, Education and Worship, as well as the other ministry activities listed below.

The campus minister serves as a resource person, pastor and teacher for the fostering of such a community. Exemplifying a life of faith and obedience to Christ, the campus minister seeks out and



ministers to members of the University of Guelph multi-faith community (undergraduate and graduate students, faculty and staff), including members of the Christian Reformed Church.

THE CAMPUS MINISTER'S JOB DESCRIPTION

Leadership development and mentoring is the primary activity of our campus ministry team. Campus ministers are encouraged to seek out, encourage and mentor those students who have shown significant leadership gifts, encouraging these students to participate fully on campus (and in the City of Guelph), organizing worship opportunities, discipleship initiatives, hospitality events and justice-related volunteer opportunities.

Justice (20%)

1. Justice-Related Initiatives—Connect with local non-profits and establish volunteer opportunities for students off campus, as well as facilitate ongoing participation in advocacy campaigns on campus.
2. Campus Engagement—Relate with faculty and university staff members, including those in senior administrative positions, and serve on strategic campus committees where appropriate. This also includes being available to teach from a Christian perspective, contributing to credit courses, non-credit courses, guest lectures and articles in the campus press.

Hospitality (20%)

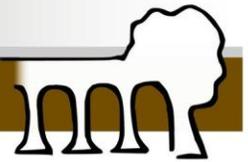
1. Hospitality-Related Events—Organize Orientation Week events, weekly student dinners and other gatherings that serve to support students in very practical ways. This includes seeking out students, faculty and staff who are members of the Christian Reformed Church.

Education (20%)

1. Faith Formation and Discipleship—Educate students and help develop their faith through organized Bible studies and small group discussions, exploring contemporary implications of a Christian worldview. This education is directed to whole-life discipleship, but takes seriously the academic context of the ministry, helping students relate their faith creatively to their studies.
2. Christian Education and Collaborative Efforts—Encourage students to partner with other Christian student groups, hosting conferences, organizing workshops and presenting lectures that integrate faith with the rest of life. Model this collaborative spirit.
3. Multi-Faith Team Participation—Maintain good relations with other faith representatives on the Multi-Faith Team, planning events together, and be an active member of the Christian Reformed Campus Ministry Association.

GUELPH CAMPUS MINISTRY

a bridging Christian community



Worship (20%)

1. **Worship**—Facilitate student-led worship opportunities on campus, fostering unity among all Christian student groups and encouraging students to participate in local churches.
2. **Preaching**—Share God’s Word with the churches of Classis Huron and local supporting churches, relaying pertinent stories of faith and lessons learned within the campus context.

Other Ministry Activities (20%)

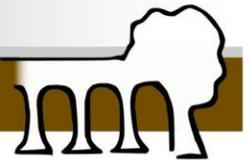
1. **Pastoral Care**—Offer pastoral care to those students who wish to speak with the campus minister about their personal life and/or their Christian faith by maintaining a visible and accessible profile on campus.
2. **Vision Casting**—Periodically assess and evaluate the direction of the ministry, as well as plan for new opportunities on campus. Remain alert and flexible to changes on the campus and in the attitudes of students and faculty.
3. **Governance**—Meet regularly with the Board of Directors of Guelph Campus Ministry, reporting on all existing programs and interactions, providing information on new initiatives and recent developments on campus.

QUALIFICATIONS

1. **Education:** A Master’s degree (completed or in progress) and/or related work experience is required. The integration of faith and learning is a key component of our vision for ministry, and the candidate’s education and related work experience must demonstrate a desire and ability to speak into such integration.
2. **Reformed Perspective:** The successful candidate must be able to clearly articulate his/her vision for campus ministry and show how that vision fits within the Reformed perspective. This vision must be something that a student can get excited by and to which a donor can connect.
3. **Personality Traits:** A campus minister must be able to communicate clearly, listen well and interact confidently with students, staff and faculty. He/she must be open and welcoming, as well as a faithful and compassionate witness to God’s grace. An ability to work collaboratively within a team environment is a necessity.
4. **Skills:** The successful candidate ought to have a good understanding of basic computer programs, including Microsoft Word and Publisher. He/she will be required to create newsletters and other promotional materials on a regular basis. Web development skills are an asset.

COMPENSATION AND TERMS OF EMPLOYMENT

1. **Time Commitment:** This position is considered a half-time salaried position, with employment averaging 20 hours per week. Given the nature of the academic calendar, there are peak times of the year that are offset by slower seasons.
2. **Salary and Benefits Package:** The half-time campus minister’s salary and benefits will be commensurate with those of other campus ministers and ministers within Classis Huron.



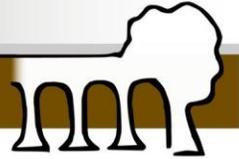
3. Vacation: The campus minister is entitled to four weeks of vacation in every calendar year. After 15 years of employment with Guelph Campus Ministry, the campus minister is entitled to five weeks of vacation in every calendar year.
4. Probation Period: There is an initial six month probation period, after which the Board of Directors will conduct a thorough review. Contributions to the pension plan and benefit program will begin only after the probation period has come to a close.
5. Pension Plan: Contributions on behalf of the staff member will be made into a mutually agreeable pension plan.
6. Professional Development: Up to 10 days (jointly agreed upon by the ministry team and the Board) can be taken annually, in any combination throughout the year. This time is intended for attendance in courses, workshops, and conferences which are not part of the work of campus ministry, but are nevertheless considered beneficial by the campus minister and the Board.
7. Resignation/termination: A minimum of four weeks notice will be given if any ministry staff chooses to resign his/her position, or the Board decides that it is necessary to terminate the campus minister's employment.
8. Further specifics will be negotiated in the offer of employment.

SABBATICAL LEAVE

Sabbath rest is a principle built into the very order of creation. Campus ministers need to do their work out of an ever deepening theological and biblical perspective, with a high level of academic competence that is broadly interdisciplinary. Their work needs to be culturally attuned, and they need to be people with spiritual vitality. Such spiritual vitality, cultural attunement, academic breadth and theological depth cannot be sustained in the intense dynamics of campus ministry without periodic sabbaticals. Campus ministers need to withdraw from the intensity of counselling, teaching, preaching and running campus ministry programs in order to take time for personal renewal, reflection, educational engagement, study and writing.

Sabbatical Policy

- a) For the purposes of personal renewal, new experiences, educational engagement and a period of sustained study and writing, the campus minister is eligible for and encouraged to take a sabbatical leave after four years of service for up to one month per every year served in the Guelph Campus Ministry. The maximum number of months that can be accrued toward a sabbatical leave is seven, and sabbaticals will normally be taken during the second semester and should generally not span two consecutive semesters.
- b) The campus minister must apply for the sabbatical at least nine months prior to its commencement.
- c) The sabbatical application will clearly state the shape of the project to be pursued, the benefits that this sabbatical will provide for the personal and professional development of the campus minister, the benefits provided for the campus ministry, and an outline of anticipated use of sabbatical time. The application will also outline what arrangements have been made for the ongoing ministry during the campus minister's absence.



- d) The sabbatical application must be approved by the Campus Ministry Board.
- e) While on sabbatical, the campus minister will receive not less than 80% of his/her regular salary and current benefits.
- f) The campus minister may receive financial assistance for the sabbatical in the forms of fellowships, grants and scholarships without prejudice to his/her salary and benefits.
- g) The Campus Minister is obliged to continue in his or her position for one academic year after the conclusion of a sabbatical.

APPLICATION PROCESS

All interested applicants are invited to send the following documents to the Board of Directors:

- Cover Letter—The cover letter should serve as an introduction to the applicant and highlight the reasons the application should be considered. Please also include the names and contact information for your three references.
- Vision for Ministry—In 1000 words or less, the applicant will articulate his/her vision for campus ministry, including a brief statement of faith.
- Resume or CV—The resume should capture the relevant educational background and related work experience.
- Three Letters of Recommendation—The letters of recommendation should be emailed directly to gcm2016search@gmail.com by the referees. At least one of these letters should be connected to the applicant's academic work, with the others being related to work experience or personal character.

The application package can be sent by e-mail to gcm2016search@gmail.com . Please ensure the application will be received by November 15, 2016.

Adopted October 2016