

**SEEKING A DIRECTOR OF CAMPUS MINISTRY AND YOUTH MINISTRY  
COMMUNITY UNITED CHURCH OF CHRIST and UCC CAMPUS MINISTRY**

**Champaign, Illinois**

**May 2023**

This is a new role that grows out of a long-standing relationship between **Community United Church of Christ (CUCC)** and the **United Church Foundation at the University of Illinois at Urbana-Champaign (UCC Campus Ministry)** and reflects a desire to deepen and widen our partnership and individual ministries. We are open to either an ordained or lay person in this role who will be a full-time employee (40 hours/week) of CUCC for a two-year term, with a possibility of renewal if all parties agree. The UCC Campus Ministry will contract with the congregation for three-fourths of the position (30 hours/week) for their ministry among college and graduate students, with the remaining one-fourth of the position (10 hours/week) devoted to CUCC's ministry with youth and their families. In all aspects of this work, the person will be supervised by CUCC's Pastor as Head of Staff, who is eager to collaborate and cultivate ministry together. Annual priorities and goals in each area will be set in consultation with the UCC Campus Ministry Board of Directors and CUCC's Children and Family Ministries Team.

**Community United Church of Christ** is a Just-Peace, LGBTQ Open & Affirming, Theologically Progressive congregation of the United Church of Christ. We are young and old, gay and straight, and in between. We are single and partnered, happy and sad, confused and inspired. We are street-smart and college-educated, town and gown, students and residents. Some of us can't pay our bills and others have more than enough to share. CUCC is located in the heart of the University of Illinois and for over 100 years has had a heart and commitment to caring for and reaching out to college students. CUCC also has a commitment to the children and youth in the congregation and currently offers a small Sunday School, a moderately sized youth group, a new and vibrant O.W.L program and a Confirmation program that runs approximately every other year. Along with the Children and Family Ministries Team, Youth Group Advisors, Sunday School, and Confirmation teachers, CUCC creates spaces for children and teens to ask questions, learn, make connections, find friends, and build a firm foundation for a lifetime journey of faith.

**The UCC Campus Ministry** is a student-focused progressive Christian organization that walks with and empowers students as they explore questions of faith and life; cultivate a commitment to service; grow individually and in community; connect with peers, caring adults, and the wider world; and launch into the world looking for a community of faith to which they can belong. We are a uniquely United Church of Christ rooted ministry and yet, we also actively engage in ecumenical and inter-faith programs and relationships across campus. Participants are undergraduate and graduate students from the University of Illinois and Parkland College. We are dedicated to being fully inclusive of all races, gender identities, LGBTQ+ students and allies, nationalities, abilities, socio-economic statuses, and religious backgrounds. The calendar of activities and events is closely tied to the university academic schedule, with fewer activities during summer and winter breaks. UCC Campus Ministry is an independent 501(c)(3) organization with an active Board of Directors comprised of alumni and CUCC members that focus on financial management, fundraising, and alumni outreach.

Since its inception the UCC Campus Ministry has been nested in CUCC and has received significant financial as well as spiritual support from the congregation over the years. Some, but not all, students also participate in the congregational life of CUCC, especially Sunday morning worship where the intergenerational opportunity add depth and delight for all involved.

## **JOB SUMMARY**

### **DIRECTOR OF CAMPUS MINISTRY, UCC CAMPUS MINISTRY (30 hours/week)**

The Director of Campus Ministry designs and leads a culture and programs that deepen spiritual lives, create spaces of belonging, and grow life-long commitments to service and justice with an ever-widening circle of undergraduate and graduate students from the University of Illinois and Parkland College.

#### **Essential Functions**

- Develop healthy pastoral relationships with students, providing support or mental health referrals when the situation calls for it,
- Provide robust spiritual support and faith-formation opportunities within the framework of progressive Christianity, including arranging the receiving of the sacraments when appropriate,
- Plan, lead, and evaluate with a core team of student leaders all activities, currently including weekly school year activities, 2 retreats per year, a spring break service-learning trip, and an annual lecture called “Queering Faith”. Activities typically focus on or are an intersection of community building, personal wellness, faith development, and service/justice advocacy,
- Recruit, train, and foster a core team of student leaders,
- Lead the efforts of existing students and CUCC leaders to continually invite and integrate new students,
- Preach at least biannually at CUCC, assist students in their biannual worship leadership, and participate in worship leadership as it serves the program and is negotiated with CUCC’s Worship Team/Pastor,
- Ensure the production and dissemination of informative and effective content about Campus Ministry overall and its specific events through bulletins, emails, newsletters, social media, posters, brochures and/or messaging apps targeted to students,
- Construct and expend event budgets that stay within the financial limits identified by the Board of Directors,
- Assist the Board of Directors in developing and engaging in a dynamic fundraising strategy to support special activities and on-going ministry.

#### **Other Responsibilities**

- Attend, participate, and provide reports at the Board of Directors’ meetings,
- Conduct an annual evaluation of campus ministry’s overall program, outreach, and impact with the Board of Directors and use its findings to help establish priorities and goals for the following year,
- Attend UCC gatherings and key congregations to raise the public profile of UCC Campus Ministry, which may lead to recruitment of students, new funding relationships and/or affirmation of current funding partnerships, especially within the Illinois and Illinois South Conferences,
- Build connections and share activities with the other Inclusive Campus Ministries at the University of Illinois and Parkland College,
- Other duties as negotiated and agreed upon.

## **DIRECTOR OF YOUTH MINISTRY, COMMUNITY UCC (10 hours/week)**

The Director of Youth Ministry promotes a culture that values the presence and wisdom of youth and integrates them into the life of the whole church while also designing and leading programs that foster faith exploration, practices of serving others, friendship building, and development of a healthy sense of self among the youth of CUCC.

### **Essential Functions**

- Create and implement an annual Youth Group Plan that includes elements of education, service, worship, and fellowship that reflects CUCC's core values, such as annual service-learning trip, occasional lock-ins, and monthly Youth Group meetings/events,
- Recruit and train Youth Group Advisors and arrange for substitute advisors as necessary as well as recruit weekly Sunday School teacher for Youth Class,
- Ensure that all Youth Group programs are conducted in a safe environment according to CUCC's Safe Church Policy,
- Welcome and follow-up with new families with youth that visit the church,
- Produce and disseminate informative and effective content about youth group events and the larger mission of youth ministry through bulletins, emails, newsletters, social media, posters, and brochures.

### **Other Responsibilities**

- Communicate regularly with the Pastor and the chairperson of the Children and Family Ministries Team and serve as the liaison between the Pastor and the Children and Family Ministries Team regarding youth ministry topics,
- Conduct an annual evaluation of the youth ministry's overall program, outreach, and impact with the Children and Family Ministries Team, then use its findings to help establish priorities and goals for the following year,
- Work with the Children and Family Ministries Team to manage the youth-related budget items, including reserved funds designated for youth ministries,
- Other duties as negotiated and agreed upon.

## CORE COMPETENCIES

***The Core Competencies are behaviors and skills for the Director of Campus Ministry and Youth Ministry to strive to embody and enact in fulfilling their role.***

**Spiritual Maturity** Shows strong personal depth and spiritual grounding; demonstrates spiritual integrity by responding with constancy of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent progressive Christian theology.

**Spiritual Formation/Discipleship** Demonstrates an understanding of spiritual formation/discipleship as journey or process; invites others into reflection about personal spiritual journey; teaches a variety of spiritual practices to lead others in deepening and developing spirituality; creates teaching and small group environments that promote discipleship.

**Mission Ownership** Demonstrates understanding and full support of the mission, vision, values and beliefs of CUCC and UCC Campus Ministry; can demonstrate those values to others; consistently behaves in a manner congruent with the mission, vision, values and beliefs.

**Personal Resilience** Can effectively cope with change and uncertainty; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; can comfortably handle risk and uncertainty; is flexible.

**Pastoral Care/Counseling** Demonstrates the ministry of presence; creates a spirit of openness that invites those who are spiritually or emotionally troubled to confide in them; demonstrates appropriate pastoral care boundaries, recognizing their own limitations as a care provider; respects confidences; appropriately refers people to other professional care providers as warranted.

**Interpersonal Skills** Establishes good working relationship with all others who are relevant to the completion of work; works well with people at all levels of the congregation; builds appropriate rapport; considers the impact of their actions on others; uses diplomacy and tact; is approachable; avoids communication triangles.

**Team Building** Blends people into teams when appropriate; leads the team successfully through difficulties, including conflict, diversity, and inclusion issues; creates strong morale and spirit in the team; shares wins and successes; defines success in terms of the whole team; creates a feeling of belonging and pride in the team.

**Project Management** Identifies the key objectives and scope of a proposed project; garners needed resources and project support, develops a realistic and thorough plan for achieving key objectives, keeps team members briefed on progress, implements action plans, communicates progress, identifies, and resolves problems.

**Process Management** Good at figuring out the processes necessary to get things done; knows how to organize people and activities; understands how to separate and combine tasks into efficient workflow; knows what to measure and how to measure it; can see opportunities for synergy and integration; can simplify complex processes and create policy for repetitive processes.

**Time Management** Is able and willing to focus time on tasks that contribute to organizational goals; uses time effectively and efficiently; values time and respects the time of others; concentrates their efforts on the most important priorities; can appropriately balance priorities.