**InterVarsity Campus Ministry Volunteer**

God has called InterVarsity to plant and to build witnessing communities of students and faculty who follow Jesus on college and university campuses. Through these groups, we believe ever-increasing numbers of students and faculty from all ethnic groups and areas of the campus will be transformed by the Gospel. We expect to see campuses increasingly become places where people, ideas, and structures flourish to the glory of God. We confidently anticipate that our InterVarsity alumni will become change agents across the country and around the world. We pursue this calling by discerning and actively participating in what God is already doing on campus. Being involved in this is the essence of being a campus ministry volunteer.

**Essential Commitments/Responsibilities**

1. Spiritual Growth

As a campus ministry volunteer you pursue maturity as a disciple of Jesus Christ so that your life and work increasingly reflects a growing love for God, God’s Word, God’s people of every ethnicity and culture, and God’s purposes in the world. To do this you will:

* + Pursue a vibrant relationship with the triune God through engagement with Scripture, prayer, and worship, both individually and in community
  + Develop self-leadership (growing in self-awareness, self-management, relational integrity, and resiliency)
  + Embrace Scriptural standards for behavior and attitudes

1. Campus Leadership

As a campus ministry volunteer you work under the direction of an InterVarsity Campus Minister to advance our purposes of spiritual transformation, campus renewal, and leadership development at a campus. You do this by leading or assisting with evangelism efforts, teaching from scripture in small group settings, providing discipleship experiences, and prayer.

You intentionally gather, invite, and develop diverse groups of students and faculty so that they encounter and follow Jesus as Savior and Lord, and advance the mission on campus as participants and leaders.

You partner with and respond positively to direction and coaching from the InterVarsity Campus Minister that supervises your work.

1. Qualifications
   * Annually affirm InterVarsity’s Statement of Agreement (Doctrinal Basis and Purpose Statement). Abide by InterVarsity’s Code of Conduct
   * Associate’s or Bachelor’s degree preferred, required for becoming an official Campus Ministry Volunteer.
   * Prior experience as a participant or leader in campus ministry (or other ministry context) preferred.
   * Basic knowledge of Scripture and biblical principles.

**INTERVARSITY CHRISTIAN FELLOWSHIP/USA®**

***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.

**Doctrinal Basis**

**We believe in:**

1. The only true God, the almighty Creator of all things, existing eternally in three persons— Father, Son, and Holy Spirit—full of love and glory.

2. The unique divine inspiration, entire trustworthiness and authority of the Bible.

3. The value and dignity of all people: created in God's image to live in love and holiness, but alienated from God and each other because of our sin and guilt, and justly subject to God’s wrath.

4. Jesus Christ, fully human and fully divine, who lived as a perfect example, who assumed the judgment due sinners by dying in our place, and who was bodily raised from the dead and ascended as Savior and Lord.

5. Justification by God's grace to all who repent and put their faith in Jesus Christ alone for salvation.

6. The indwelling presence and transforming power of the Holy Spirit, who gives to all believers a new life and a new calling to obedient service.

7. The unity of all believers in Jesus Christ, manifest in worshipping and witnessing churches making disciples throughout the world.

8. The victorious reign and future personal return of Jesus Christ, who will judge all people with justice and mercy, giving over the unrepentant to eternal condemnation but receiving the redeemed into eternal life.

**To God be glory forever.**

**CODE OF CONDUCT****[[1]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftn1" \o ")**

**InterVarsity Christian Fellowship/USA**

**PREAMBLE**

InterVarsity’s purpose is to establish and advance witnessing communities of students and faculty at colleges and universities who follow Jesus as Savior and Lord. To honor our Lord before a watching world – and to represent him faithfully - staff must live consistently with Gospel values.[[1]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct#_ftn1)  We acknowledge that “*all have sinned and fallen short of the glory of God*” and that justification comes only by his grace through Jesus Christ.[[2]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftn2" \o ")

We strive for a standard articulated by the Apostle Paul: “*Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is – his good, pleasing, and perfect will.”* ([Rom 12:2](https://biblia.com/bible/kjv1900/Rom%2012.2))

Our goal is to establish an environment that enables staff to mature as followers of Jesus, exercise spiritual gifts, grow as godly leaders, and faithfully represent the Gospel with integrity. This requires a continuity between sincerely held beliefs and behaviors that are consistent with them.

This Code of Conduct, however, does not address all of these aspirations and positive Christian beliefs and behaviors. Rather, for purposes of clarity and accountability, it focuses primarily on unacceptable behaviors – both professional and personal - that are detrimental to our purpose and our souls. As a missional community, we both seek what is good but consciously reject what is bad.

[[1]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftnref1" \o ") [1 Peter 2:12](https://biblia.com/bible/kjv1900/1%20Pet%202.12)

[[2]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftnref2" \o ") [Rom 3:23-24](https://biblia.com/bible/kjv1900/Rom%203.23-24)

**APPLICATION**

This “Code of Conduct” has been approved by InterVarsity’s Board of Trustees to apply to all trustees, employees and appropriate volunteers. Repentance, intra-community discipline, and grace are all biblical concepts. Supervisors must consult with Human Resources and exercise discernment in taking corrective action. Misconduct may lead to appropriate disciplinary action, up to and including termination of employment.

**INAPPROPRIATE CONDUCT**

Abuse of Others [[1]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct#_ftn1)

We are called to love others as Jesus loves us. Any form of physical, verbal, sexual, mental or spiritual abuse is prohibited. Spouses, children, minors or vulnerable adults are of particular concern.

Criminal Conduct[[2]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct#_ftn2)

We abide by laws and do not engage in criminal conduct. Non-violent civil disobedience will be reviewed on a case-by-case basis.

Discrimination[[3]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftn3" \o ")

We seek a work environment that treats every person with dignity. Discriminatory conduct that denigrates or shows hostility/aversion toward a person – due to his/her race/color, pregnancy, national origin, gender, genetic information, age or disability - is not allowed.

Disruptive and Destructive Behavior[[4]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftn4" \o ")

We create and sustain positive community. We abstain from behaviors such as abusive communications, bullying, gossiping, vandalism, cheating, fighting, threatening violence, and intimidating behavior. Such behaviors extend far beyond healthy disagreements and differing opinions.

Financial and Data Misconduct[[5]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftn5" \o ")

We manage InterVarsity-related finances and data with utmost integrity. Misconduct includes: intentional mismanagement of donations and ministry funds, embezzlement, theft, misuse of InterVarsity property or assets, identity theft, misuse of financial and personal data, fraud, bribery, misappropriation of funds or resources, and practices that are intentionally illegal, unethical, or dishonest.

Harassment[[6]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftn6" \o ")

Forms of disrespect that are intended to demean, demoralize, ridicule, disgrace, or humiliate another person are unacceptable. See “Discrimination,” above, for particular protected classes.  Refer to InterVarsity’s Harassment Policy.

Insubordination[[7]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftn7" \o ")

We honor our leaders and supervisors. We remain teachable. Inappropriate conduct includes, but is not limited to: intentional and/or continuous patterns of disrespect, insubordination, and aggressive behavior towards leaders and supervisors. Consistent with our historical commitment to women leaders in the Fellowship, we support by our behavior InterVarsity’s “Women in Ministry Statement of Affirmation.”

If leaders or supervisors act inappropriately, staff may enterinto InterVarsity’s grievance process. Refer to Conflict Resolution Policy.

Non-fraternization[[8]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftn8" \o ")

Campus staff have positions of trust and relational power. As such, they may not engage in social engagements of a romantic or sexual nature with students in their chapters or in situations where they have authority over students. While we recognize that godly marriages are good in an overall sense, our community seeks to avoid any misuse of staff-student trust and/or relational power. Refer to InterVarsity’s Non-fraternization Policy.

Non-InterVarsity Income-Generating Personal Business[[9]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftn9" \o ")

Our facilities and equipment must be used to achieve InterVarsity’s purposes. Conducting income-generating personal business unrelated to InterVarsity’s mission is not allowed on premises owned, leased, or used by InterVarsity. This includes using Fellowship equipment or premises for income-generating meetings, or regularly receiving letters or telephone calls. De minimis usage is permitted. Refer to our Additional Employment Policy.

Sexual Immorality[[10]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftn10" \o ")

We are thankful for God’s gift of sex within the context of a monogamous, one woman/one man marriage covenant. Scripture teaches that all other sexual activities are outside His will, including: adultery, pre-marital sex and same gender sexual intimacy. In addition, deriving sexual gratification (lust) from pornography, videos, reading materials, indecent exposure, or engaging in unholy communications is inappropriate. We believe and behave[[11]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftn11" \o ") in a manner that is consonant with our Theological Summary of Human Sexuality paper. Also refer to our Sexual Misconduct Policy.

Separation and Divorce[[12]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftn12" \o ")

The marriage covenant is intended to be a life-long commitment between one woman and one man. Staff who are separated or in divorce proceedings should actively - and in good conscience - pursue all reasonable avenues of reconciliation. Also refer to our Separating and Divorcing Staff Policy.

Substance Abuse and Use[[13]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftn13" \o ")

Scripture teaches that our bodies are temples of the Holy Spirit. Excessive use of alcohol, misuse of prescription drugs, use of illegal drugs and recreational marijuana are prohibited.

Alcohol is prohibited on InterVarsity premises and at official InterVarsity events.

[[1]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct#_ftnref1) [Matt 19:13-15](https://biblia.com/bible/kjv1900/Matt%2019.13-15); [Lev 19: 15](https://biblia.com/bible/kjv1900/Lev%2019.%2015), [29-31](https://biblia.com/bible/kjv1900/Lev%2019.29-31); [John 13:34-35](https://biblia.com/bible/kjv1900/John%2013.34-35); [Gal 5:13](https://biblia.com/bible/kjv1900/Gal%205.13); [Eph 5:1-2](https://biblia.com/bible/kjv1900/Eph%205.1-2" \t "_blank)

[[2]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct#_ftnref2) [Rom 13:1-7](https://biblia.com/bible/kjv1900/Rom%2013.1-7)

[[3]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftnref3" \o ") [Deut 10:18](https://biblia.com/bible/kjv1900/Deut%2010.18" \t "_blank), [Gal 3:28](https://biblia.com/bible/kjv1900/Gal%203.28), [Eph 2:11-21](https://biblia.com/bible/kjv1900/Eph%202.11-21" \t "_blank), [Rev 7:9-10](https://biblia.com/bible/kjv1900/Rev%207.9-10)

[[4]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftnref4" \o ") 1 Cor 12; [2 Cor 10:8](https://biblia.com/bible/kjv1900/2%20Cor%2010.8), [13:11](https://biblia.com/bible/kjv1900/2%20Cor%2013.11);

[[5]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftnref5" \o ") [2 Cor 8:16-24](https://biblia.com/bible/kjv1900/2%20Cor%208.16-24); [Deut 25:13-15](https://biblia.com/bible/kjv1900/Deut%2025.13-15" \t "_blank); [1 John 1:5-7](https://biblia.com/bible/kjv1900/1%20John%201.5-7); [3:18](https://biblia.com/bible/kjv1900/1%20John%203.18)

[[6]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftnref6" \o ") [Gal 6:7-10](https://biblia.com/bible/kjv1900/Gal%206.7-10); [Eph 4:1-3](https://biblia.com/bible/kjv1900/Eph%204.1-3" \t "_blank), [15-16](https://biblia.com/bible/kjv1900/Eph%204.15-16); [5:3-4](https://biblia.com/bible/kjv1900/Eph%205.3-4); [Col 3:15-17](https://biblia.com/bible/kjv1900/Col%203.15-17)

[[7]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftnref7" \o ") [Eph 4:22-24](https://biblia.com/bible/kjv1900/Eph%204.22-24" \t "_blank), [29](https://biblia.com/bible/kjv1900/Eph%204.29); [Titus 3:2](https://biblia.com/bible/kjv1900/Titus%203.2); [Acts 20:17-38](https://biblia.com/bible/kjv1900/Acts%2020.17-38)

[[8]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftnref8" \o ") [Col 1:9-12](https://biblia.com/bible/kjv1900/Col%201.9-12)

[[9]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftnref9" \o ") [Col 3:23-24](https://biblia.com/bible/kjv1900/Col%203.23-24); [1 Pet 4:10](https://biblia.com/bible/kjv1900/1%20Pet%204.10)

[[10]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftnref10" \o ") [Gen 2:18-24](https://biblia.com/bible/kjv1900/Gen%202.18-24); Lev 18; [Matt 5:27-28](https://biblia.com/bible/kjv1900/Matt%205.27-28), [32](https://biblia.com/bible/kjv1900/Matt%205.32); [Matt 19:3-10](https://biblia.com/bible/kjv1900/Matt%2019.3-10); [Rom 1:18-31](https://biblia.com/bible/kjv1900/Rom%201.18-31); 1 Cor 7

[[11]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftnref11" \o ") For the purposes of this paragraph, “To believe and behave” means employees (1) agree with the substance and conclusions of the Theological Summary of Human Sexuality, (2) will not engage in sexual immorality as defined in this paragraph, and (3) will not promote positions inconsistent with the Theological Summary of Human Sexuality.

[[12]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftnref12" \o ") [Matt 5:32](https://biblia.com/bible/kjv1900/Matt%205.32); [19:5](https://biblia.com/bible/kjv1900/Matt%2019.5); [Mark 10:2-10](https://biblia.com/bible/kjv1900/Mark%2010.2-10); 1 Cor 7

[[13]](https://staffhandbook.intervarsity.org/employment/staff-code-conduct" \l "_ftnref13" \o ") Rom 13; [1 Cor 6:15-20](https://biblia.com/bible/kjv1900/1%20Cor%206.15-20)