

GENERAL INFORMATION ABOUT IMPACT LEADER MINISTRY



IMPACT LEADER POSITION MISSION	2
PHILOSOPHY OF MINISTRY	4
QUALIFICATIONS.....	6
IMPACT LEADERS SELECTION PROCESS	7
TERMINATION.....	9
GENERAL MINISTRY DESCRIPTION.....	10

IMPACT LEADER POSITION MISSION

Position Mission:

To develop disciples who are personally impacted by Jesus and enabled to impact their world.

Spiritual Formation Outcomes (Taxonomy of Student Outcomes):

Developing in Relationship to God's Person

General indicators include:

- *Fear of God*—experiencing veneration, reverence and awe of God.
- *Love of God*—responding to the unmerited personal love, grace and mercy of God.
- *Desire for and delight in God*—hungering and thirsting for God.
- *Faith in God*—trusting God's character, Word and works in circumstances of life.
- *Hope in God*—attending to the presence and activity of God.
- *Truth of God*—applying the Word of God as the authority of faith and conduct.
- *Lordship of God*—surrendering all of life to the love of God.
- *Fruit of the Spirit*—evidencing the inner presence of God.
- *Spiritual practices*—participating in exercises necessary to deepen relationship with God.

Developing in Relationship to God's Purpose in His World

General indicators include:

- *Church*—contributing regularly in a local congregation.
- *Witness*—announcing Good News through words, attitudes and actions.
- *Servant*—practicing good works toward others.
- *Worship*—declaring God's glory in all of life's experiences.
- *Mission*—moving into every area and arena of life as God's kingdom.
- *Justice*—seeking righteousness, mercy and justice.
- *Steward*—caring for life and resources.
- *Relationship*—cultivating loving friendship to others.

Developing in Relationship to God's Personal Working

General indicators include:

- *Heart*—allowing God to pervade the inner life.
- *Will*—submitting attitudes and choices to the will of God at any cost to self.
- *Mind*—renewing thought in obedience to Christ.
- *Emotion/Feeling*—orienting emotions under the authority of God.

- *Purpose*—embracing the unique design of God for the individual.
- *Body*—offering the body as an instrument of righteousness.
- *Virtue*—progressing in character qualities of Christ-likeness.
- *Vice*—wrestling with sins of body, soul and spirit.

How does this Mission fit within Prairie?

Prairie’s motto is “to Know Christ and make Him Known.” Our focus in IMPACT groups is to direct others to Jesus, knowing he is the only true door to relationship with God. Our mission is designed to support the Prairie mission statement and core values, as well as flow naturally from the mission of the Student Development Department.

Prairie Mission Statement:

Prairie Bible Institute serves the Church by discipling Christians through biblically integrated post-secondary education.

Cornerstones: Our Core Values

Prairie Bible Institute is an interdenominational community that is committed to the following values:

Christ Centered - Christ is the life-transforming centre of and reason for our learning community. We lovingly follow Him, under the guidance of the Holy Spirit, and gratefully depend on the Lord Almighty for all our needs.

Bible Based - The Bible is the God-breathed Truth through which He nourishes our community. We willingly obey it and willingly submit our lives, community and program to its authority.

Discipleship Directed - We are a faith community being discipled by one another as followers of Jesus. We diligently teach and eagerly learn His truth to be transformed together into His likeness.

Mission Mandated - God is on mission to bring redemption and reconciliation, sending His Church as ambassadors into the world. We actively respond through lives of servanthood and sacrifice to honour God and for the good of others.

Student Development Department Mission Statement: (What is the contribution of the Division to the organizational mission?):

The Mission of the Student Development Department is to equip whole-life disciples of Jesus through the process of co-curricular education and Christ-centered community.

PHILOSOPHY OF MINISTRY

To be involved as a staff person in the Student Development Department is not a mere job, at least in the common sense of this term. Ministry is an obedient worship response to the initiative and grace of God. The implication is not that worship leads to service as if these are two separate yet associated realities. But rather service actually is worship, or more accurately illustrated, is one of the facets of the jewel of worship. Several original biblical words (e.g. *abad, sharath, latreuo*), terms appropriately translated in English as *worship*, convey the idea of ministry or service. Sacrificial worship response to God's grace, therefore, includes offering of the physical body through acts of ministry.

Foundational to such worship service is the theological concept of the priesthood of all believers. In the Old Testament the whole nation of Israel was called by God to be a "kingdom of priests" in order to serve God and the nations. In the New Testament, through a faith relationship with Jesus, believers share in His priestly role so that the concept of priesthood is applied both to the individual believer as well as to the corporate body of believers.

To be a priest means that every Christian has the authority, responsibility, and privilege to minister for God. The work of the believer-priest includes at least the following: sacrifice of the body, sacrifice of praise, sacrifice of good works, sacrifice of material goods, and intercession. This does not imply any sacerdotal functions. Rather, it points to the high calling of ministry for every believer. Priesthood provides a radical leveling of ministry. Ministry is not inferior when performed by laity. Laity is raised to a new level of responsibility and authority for ministry.

This priesthood is sent and enabled on mission by the Holy Spirit. In this sense the church is a supernatural servant. The particular manner in which each believer is to carry out priestly ministry is determined by the gifting of the Holy Spirit. Every believer is gifted for ministry. When used appropriately these gifts fulfill the following purposes: glorify God, edify the body, and allow Christ to minister through His body to the world. Thus each believer-priest contributes uniquely to the same missional ministry of Christ. Each unique contribution is necessary for the body to fulfill her role as the supernatural servant to the world. No believer is exempt from participation. Ministry is a mantle that falls on the whole people of God.

Thus SDD work is a ministry of priesthood – serving students on behalf of God and serving God on behalf of students. Ministry within the SDD is primarily considered a *privilege* of priesthood that is given by God. The concept of *privilege* frames this ministry for at least the following reasons:

This ministry is God's work – Prairie is the work of God. The history of Prairie is a rich story of the handiwork of God. It is a narrative of the mystery of the mundane that is touched by the miraculous. This is His ministry. We do not own it. In this sense we are to hold the ministry lightly and to never assume that we are in control or that God is dependent on us for the fulfillment of His mission. He is the Lord of the Harvest and places workers within the field at His discretion and pleasure. It is a privilege and not a right to serve God at PBI as this is His work.

- ***We minister with God's servants*** – Prairie also has rich heritage of staff workers “of whom this world is not worthy” (Heb. 11:38). They have sacrificed and suffered in order to advance this ministry. God has brought these servants from all over the world so that they can be involved in His mission in this context. It is a privilege and not a right to be included with these servants.
- ***We minister as God's servants*** – It is an incredible reality that God chooses to use “jars of clay” (2 Co. 4:7) as servants for His greater glory. This ministry provides an avenue for service with our God-given talents, spiritual gifts, ministry passion, and personalities so that we can fulfill the vocation and calling of God. Neither God nor Prairie owes us this ministry as if we are entitled. It is a privilege and not a right to be used by God as a servant in this work.
- ***We minister to God's future leaders*** - Prairie has a great history and heritage of students who come from many countries of the world and then graduate to serve in over 100 different countries. Some of these students have been martyrs. Many have and are making significant kingdom difference. It is a privilege and not a right to be able to serve the students who will impact the world for Christ and His kingdom.

Please note that the document Ministry Responsibilities of an IMPACT Leader (sections on *Facilitating a Small Group Community* as well as *Developing Positive Partnering Relationships*) also include important ministry philosophy.

QUALIFICATIONS

1. Mission: Knowledge of and enthusiastic commitment to Prairie's mission, core values, doctrinal position, and ministry standards. A willing and positive representative of PBI.

2. Christ Follower:

- Observable passionate commitment to Jesus Christ.
- Intentionally developing the character and priorities of Christ.

3. Church: Understanding of and commitment to the local church.

4. Education:

- Preferably in Junior or Senior year of study.
- Not on Academic Probation.

5. Character:

- Demonstrates observable character and conduct maturity necessary for Leader responsibility (approved by faculty and affirmed by peers).
- Willing submission as a disciple of Christ and demonstrates the fruit of the Spirit.
- Police and Social Services check.
- Not under a formal discipline of the Institute.

6. Commitment:

- Observable love for others and committed to enable them in growing discipleship.
- Sense God's calling and freedom to invest the time, treasure, talent, and energy needed for this ministry. Willing to free one-self from unnecessary commitments and distractions in order to have the capacity (spiritual, emotional, and physical resources) to fulfill this ministry. This is the only ministry/employment/extra-curricular involvement (e.g. athletics) you carry except with special permission of the Director. An estimate of the time necessary to fulfill this ministry is 10 to 12 hours/week.
- Committed to work as a contributing team player.

7. Experience:

- Preferably demonstrated faithfulness and competence in the discipleship process as an Assistant.

IMPACT LEADERS SELECTION PROCESS

Applications:

1. **All students will be notified of the ministry opportunities available** within the Student Development Department. There is an open application process for all students.
2. **Students may anonymously suggest another student for a leadership role** by forwarding the name to the Director of Student Development. This is simply for input and the Director is not responsible beyond taking this on advisement.
3. **Student Development staff may specifically approach students to suggest application** (this is not a promise of a ministry role offer but certainly provides a high recommendation).
4. **Applications received until February 15** (or until positions are filled).

Affirmations by Faculty/Staff:

1. **Staff/Faculty will be emailed a list of names** of the applicants and asked for input.

Approvals by Student Development Department:

1. **Student Development staff/faculty consult applicants' references:** e.g. Registrar, Campus employers, Ministry supervisors, IMPACT Leader
2. **Interviews** - The Student Development Staff member to whom the student leader is directly accountable will be responsible to initiate and conduct the interviews.
3. **Student Development Department will make selection based on the affirmations and recommendations/references received.** The Student Development Staff member to whom the student leader is directly accountable will be responsible to make recommendation to the Division of applicants he/she wants approved as well as those he/she does not want approved. The rest of the Division members have opportunity to speak to the staff that made the recommendation about any concerns/issues. The optimum goal will be to have consensus of the Division members as to the selection of all leaders. However, final decision will be given to the staff member to whom the student leader is directly accountable. This decision can be vetoed by the Dean of Student Development.
4. **Student Development staff/faculty will notify those applicants not selected.** The staff member to whom the student leader would have been directly accountable will do this personally in a one to one conversation and then follow this up with a letter. For those students that qualify for the position but could not be selected indicate that more offers may be made later in summer.

Affirmations by students:

1. **The student body will be given a list of the names of the approved applicants.** They can affirm/not affirm each applicant.

Offers:

1. **Student Development staff/faculty will make offers to selected leaders.**
2. **Selected leaders must respond back as to whether they will accept the offer by given date.**
3. **Staff/students will be notified of the IMPACT Leaders who have been selected and accepted the offer.**
4. **A completed police and social services check (from home communities) will be necessary previous to beginning service**

TERMINATION

Initiated by the Impact Leader

It is expected that an Impact Leader who has signed a contract will fulfill the entire contract. However, if for any reason, you are considering termination you should immediately discuss this with your Director of Student Development who will help you discern direction in this regard. If you deem it necessary to terminate the contract during the term of service you should discuss this with your Director of Student Development immediately and previous to discussing this with others.

Initiated by the Director of Student Development

The following processes will be followed:

1. For competency/commitment issues

If you demonstrate a lack of competency or commitment in your responsibility the Director of Student Development will address the issue verbally with you. The Director will provide training/resources to help you to demonstrate satisfactory performance. However, if you continue with less than satisfactory performance written warning will be given, including the expectations necessary by a specified time. If final notice must be given, it will be done so in writing and benefits/payment will end on the day of termination. Any appeal you may have on such a decision should be made in writing within ninety-six hours to the Dean of Student Development.

2. For moral/ethical issues

If you demonstrate a lack of character, the Director will provide written warning as well as training/resources to help you. However, termination may be immediate depending on the severity of the issue. Notice of termination would be given in writing and benefits/payment would cease on the day of termination. Any appeal should be made in writing within ninety-six hours to the Dean of Student Development.

3. For financial reasons

The contracts for the IMPACT Leaders are conditioned on the following:

- The approval by the PBI Board of Directors of the budget.
- Sufficient enrollment of students to warrant the Leader's role.

If either one or both of these conditions is not met the Director of Student Development will notify the IMPACT leader immediately

GENERAL MINISTRY DESCRIPTION

Position Mission:

To develop disciples who are personally impacted by Jesus and enabled to impact their world.

Accountability: Reports to the Director of Student Development:

- single men (Van Williams)
- single women (Shannon Weiss)
- families (Kelly Steffen)

Duties and Responsibilities: This is a para-professional position in which you are expected to fulfill the mission as contrasted to merely being given a list of jobs to do. (The time necessary to fulfill this ministry is 12 hours/week.). This includes the weekly hour of service together as a group.

Below are noted the priority responsibilities that provide direction and scope to the ministry expectations, however, this does not form an exhaustive list of “things to do”. A more detailed description of the following responsibilities is given in the following pages.

1. Preparing and training for ministry:

Fundamentally, you lead out of who you are. Therefore, it is vital to be in a dynamic growing relationship to God, others, and ministry. This includes at least the following responsibilities:

- *Fall Student Leadership Challenge*- previous to first semester
- *Freshman Orientation* - previous to first semester
- *Equipping Sessions* –weekly
- *Mentoring* – Meet regularly with an approved adult mentor.
- *Winter Retreat* - beginning of the second semester.

2. Developing positive partnering relationships:

Development of genuine team relationships is essential for ministry effectiveness. This includes at least the following:

- *Prairie Staff team* – member of staff
- *Student Development Department Team* – colleague of Division
- IMPACT Group members – primary authority
- *Prairie students* – servant leader
- *Prairie Christian Academy students* - friends

3. Facilitating an IMPACT Group community:

The primary context in which you are responsible for facilitating the mission is the authentic biblical small group community. The group includes the Leader, an Apprentice, and approximately six other group members. It is important to note this group community is not limited to a specific time (i.e. once/week small group meeting) or a geography (i.e.

residence). This is a group of mutual responsibility for helping each other in the whole life discipleship.

Responsibilities include leadership of the following ministries with your group:

- *Care* –Within the small group every student has a “place” of belonging where basic front-line care by the leader as well as mutual member care is provided.
- *Community* –This group facilitates each student being involved in face-to-face community. The Leader will facilitate the formal meeting of the group at least weekly (as per chapel schedule and expectations).
- *Spiritual disciplines* –Each group should demonstrate at least these disciplines as priorities individually and in their life together: Prayer, Worship, “One Another” fellowship, Ministry/Service, Bible study and application.
- *Growth* - The group is a context in which intentional life on life influence is developed.
- *Accountability* – Accountability is defined as helping one another keep our commitments to God and to each other. The group members learn to live in challenging and assisting one another for community covenant commitments and growth goals.
- *Corrective discipline* – The group is the relational environment where foundational steps of restoration are practiced.

There may be some Prairie events that incorporate IMPACT Groups and you are expected to lead your group in assigned responsibilities.

4. Equipping an Apprentice leader:

The goal is to equip an Apprentice in living as a disciple of Christ as well as to prepare him/her for transfer of the leadership responsibility. This includes responsibilities such as:

- *Selection*
- *Apprentice Agreement*
- *Delegation of responsibilities*
- *Debriefing/evaluation*
- *One to One discipleship*
- *Supervision and accountability*
- *Training and encouragement*
- *Appraisal of the Apprentice*

5. Discipling members of the IMPACT Group:

You will give oversight to the discipleship of your small group members with a goal that they become fully devoted followers of Christ. This includes responsibilities such as:

- *Intercessory Prayer*
- *Peer Helping*
- *One to One discipling*
- *Contacting*
- *Accountability*
- *Care-fronting*
- *Encouragement*
- *Modelling/Example*
- *Appraisal of the Members*

6. Executing administrative and organizational responsibilities:

This includes responsibilities such as:

- *Weekly reports of time invested in ministry.*
- *Evaluation/appraisals.*
- *Accountability and attendance forms.*
- *Budget and finance.*
- *Communication*

7. Developing the residential/families/off campus community:

You are to exercise responsibilities to develop a Christ centered campus community. These responsibilities are dependent on the specific ministry context in which you serve so please check the following pages for details.

8. Modeling servant leadership:

You are a key motivator to your group to participate in service with a good attitude. Weekly, you and your IMPACT group, along with a staff or faculty member, will complete an assigned tangible act of supervised service lasting about an hour.