

New Staff Training Year 3: Learning about Faculty Ministry

June 2019 – February 2020

The Mission of InterVarsity's Faculty Ministry is to encourage and equip Christian scholars to flourish and be a redeeming influence among the people, ideas and structures of higher education.

Overview: NST Year 3 is designed for you to become confident and comfortable ministering to and with faculty on your campus. In this year of training you will take steps to get to know faculty, pray for and with faculty, and learn how to do faculty ministry in a confident and winsome way. You will also learn how the Four Faculty Loves apply to faculty ministry. Some of the training will be practical; some theoretical; we hope it will be of great use to you as you step out in faith to minister to professors.

The Four Faculty Loves

As we think about Faculty Ministry, we want to pursue the "Four Faculty Loves."

God loves the campus and every person on it!

Sadly, too often those on campus don't hear that message. They hear that God hates them, judges them, wars with them, or perhaps worst of all, is indifferent to them and all they do.

Because God first loved us and invites us to love in response, we invite faculty/administrators/staff to:

1. **Love God/Love One Another:** As Jesus says, the first and second commandment are the same, to love God and to love one another—the foundation from which flows everything else. Too often professors live in fear, anxiety or isolation. Throughout Scripture God says, "Do not fear, have faith" because faith in Jesus is the antidote to fear. Over and over Jesus encourages "Don't be anxious about anything," promising peace that passes all understanding, promising that the God of peace will dwell with us. Therefore, we invite faculty into a journey of [spiritual formation](#)--of knowing Jesus and being transformed through the power of the Holy Spirit.

Likewise, Jesus promises where two or three are gathered in His name, that He's present, He will answer their prayers, and that others will know He's alive through their love for one another. We invite faculty to gather on their campuses to [pray together](#), to [love one another](#), and together to [serve as Christ's ambassadors](#) on campus.

2. **Love Your Campus:** God invites us to love all the people we meet on campus—[students](#), [colleagues](#), [administrators](#), [staff](#). Faculty who do not yet know Jesus may only hear or see the good news through the [love and lives of fellow faculty](#). We also believe God invites us to love the campus through the work we do—our [teaching](#), [research](#) and [service](#).
3. **Love Your Academic Discipline:** The university produces two products: students & ideas. Back in 1987 when InterVarsity first began Graduate and Faculty ministry (GFM), we asked

professors what their faith had to do with their field and either heard, “Nothing,” or “I don’t know.” Knowing that our Creator God has something to say to every academic discipline, we set out to develop faculty who could answer that question. God invites scholars to love their field through seeking truth, discovering the wonder of creation, and promoting God’s shalom in every academic discipline.

4. **Love Our World:** Most everything that breaks the heart of God shows up on campus, and out of the university come ideas that change the world—for both good and bad. How might God invite faculty to be part bringing Kingdom shalom to campus and human flourishing in the world?

Learning Outcomes: After your year of training in faculty ministry, our prayer is that you:

1. love faculty and are able to establish rapport and good relationships with faculty, which includes: (a) confidence and genuine interest in friendships with faculty; (b) praying for and with faculty; (c) expressing gratitude to faculty for their work on campus; and (d) asking thoughtful questions about their teaching and research.

2. know how to gather faculty together to be a redeeming influence on the campus, which includes: (a) knowing how to meet faculty and introduce them to each other; (b) a desire to be in a community and initiate gatherings of faculty that challenge faculty to trust God and his work on the campus; (c) articulating a Biblical vision for faculty ministry that includes God’s work in redeeming the university; and (d) recognizing that establishing a faculty ministry is a slow process, with a number of stages of development involved.

New Staff Training Year 3: Calendar outline and learning assignments

June 2019:

Assignment 1:

1. Spend a one hour session on the Jeremiah 29 Bible study:
(<http://www.intervarsity.org/gfm/faculty/resource/seeking-the-peace-of-the-university>).
Consider how the passage connects to the stated mission and vision of Faculty Ministry.

Assignment 2:

2. Begin memorizing Genesis 12:1-3

Assignment 3:

3. Read the "Four Faculty Loves" and "Objectives," pages 1-2 of this document.

Zoom call in June (75 minutes).

Objectives:

1. To get to know participants and their experiences with faculty ministry.
2. Introduce the four Faculty Loves.
3. Through bible study of Jeremiah 29 and prayer for the campus, consider what it means to seek the peace and prosperity of the university alongside faculty partners.
4. To provide an overview of NST Year 3, "Learning about Faculty Ministry."

July 2019

Objective: To integrate Faculty Ministry into your Annual Ministry Plan.

Assignment 1:

Begin (or continue) praying weekly/bi-weekly for faculty on your campus. Pray for clarity regarding what God is calling you to offer faculty. Pray for new faculty to meet and for ongoing faculty relationships.

Assignment 2:

Begin praying about a faculty member that could walk alongside you through the training for the next months: September of 2019 until April 2020. You will meet with them monthly and get to know each other, learn about the academic world from their perspective, work through the year-long training assignments, discuss challenges and opportunities for your campus and pray together. This will not only enhance your learning experience, it will also serve to identify the strengths of the training and areas that need to be developed.

Assignment 3: As you consider your last year of ministry (through your Annual Reports and the Annual Review process) and as you begin to pray and plan for your next year of ministry, look at the NST Year 3 assignments and discuss these ideas and plans with your supervisor, then *include these assignments in your Annual Ministry Plans.*

Assigned Readings:

1. Nicholas Wolterstorff: "Advice to those who would be Christian Scholars" (7 pages)
<http://blog.emergingscholars.org/2012/08/wolterstorff-advice-to-christian-scholars/>
2. Denny Burk: "Review: George Marsden's 'The Soul of the American University'" (4 pages. sent by Mark)

August 2019

Objective: To discuss with NST colleagues your July assignments.

1st Cohort Conference Call—before the semester begins
(in small groups, set up by your SG leader: Julian or Mark)

Questions for discussion:

- What's happened as you have been praying for faculty in the last month?
- We will discuss how to introduce yourself to faculty and how to meet new faculty.
- We'll discuss the Faculty Vision and how to use the BLESS acronym to pray for faculty.

Assignment 1: *Choose your faculty partner and schedule a meeting for September.*

Reading Assignments:

2. Neil Gross * Solon Simons: "How Religious are America's College and University Professors?" (9 pages) http://religion.ssrc.org/reform/Gross_Simmons.pdf

September 2019

Objective: *To begin meeting with your faculty partner, and experience how prayer for faculty can make a difference.*

Assignment: Visit with your faculty partner and write notes about your visit regarding what you discussed and how you might encourage them to take next steps in following Christ. (Or, instead of writing, feel free to debrief this visit with a colleague or your supervisor.)

- What do you spend the bulk of your time on?
- What challenges do you face regularly?
- What have been the critical points in your work as a faculty member?
- When did you begin to love the university and what it does?
- What are the values of your university?
- Tell me about your particular field?
- What are you working on?
- How do these compare with your own values?
- Has there been a particular book or teaching that contributed to your understanding of the university world and your calling as a Christian scholar?
- How can I pray for you?

Assigned Reading:

Sin Yee Koh: "Review: 'Presumed Incompetent: The Intersections of Race and Class for Women in Academia'" <http://blogs.lse.ac.uk/lsereviewofbooks/2013/04/18/book-review-presumed-incompetent-the-intersections-of-race-and-class-for-women-in-academia/>

October 2019

Assigned Reading:

Don Davis: "The Dilemma and Challenge of Christian Faculty" (2 pages, sent by Mark)

2nd Cohort Conference Call (scheduled by your SG leader)

Questions for discussion:

- How were your visits with faculty last month? What happened? What did you learn? What questions do you have?
- For those of you who focus primarily on faculty ministry, what has it been like this month to invite faculty into community?

2. Possible questions for your monthly visit with your faculty partner:

- 1. Tell me about one way that God was obviously sustaining you during graduate school or in your academic career?*
- 2. What is your research about and what do you love about it? Are there ways that your discipline help people to flourish?*
- 3. When you think about your work with students, what are you teaching them to love?*
- 4. Where do you see God at work on the campus? Where would you like to see his work? Is there a step we might take to engage others on this campus?*

November 2019

Objective: To think more deeply about the integration of faith, learning and practice.

Reading:

1. *Learning in Wartime* from The Weight of Glory, C. S. Lewis
(Purchase The Weight of Glory by C.S. Lewis or go to the Calvin College website, google “Learning In Wartime” and download the article. GFM New Staff Training (712110) will cover the cost of The Weight of Glory.)

Assignments:

1. *As you read this essay with your faculty partner*, please reflect and respond to these questions:
 - What have you learned from C.S. Lewis' essay?
 - Consider the ways you could share this essay with a faculty member or in a faculty discussion group.

3rd Cohort Conference Call (scheduled by your SG leader Mark or Julian)

Discuss Lewis' *Learning in Wartime*.

December 2019

Assignment:

1. During the Advent season we anticipate the great gift we are given in Christ Jesus. Spend time reflecting on this truth and allow God to fill you with an eagerness to tell of his

goodness to others. Spend time praying for non-Christian faculty on your campus and reach out in personal witness as the Lord opens doors.

Reading: *Renewing the Vision of Faculty Advisors*; Tom Trevethan (4 pages)
<https://gfm.intervarsity.org/resources/renewing-vision-faculty-advisors>

January 2020

Objectives: to consider how to encourage the practice of thoughtfulness among faculty; to pray for opportunities for witness among faculty.

Assignments:

1. *Ask your faculty partner how they engage in personal witness on the campus? What challenges have they encountered?*
2. Begin reading Henri Nouwen's *In the Name of Jesus*. For details, see February assignments below.

1. Schedule a conversation with the Faculty Ministry Regional coordinator in your region (or with a staff member who's focusing on FM in their work). This could be a phone call or a meeting in person with a visit to their campus.

If you choose a campus visit, the funding will come out of your personal staff account. Plan ahead what questions you'd like to ask this person about ministry with faculty. What would you like to learn from them? What have they learned about evangelism among faculty?

4th Cohort Conference Call: (scheduled by your SG leader)

February 2020

2. In preparation for the New Staff Training day in February, begin writing a one-page case study about a real question or challenge you are facing in ministry with faculty in your context. Bring this case study to NST in February. We will workshop these case studies together.

Please use these questions to guide your case study:

- Describe the scenario/situation.
- What 1-2 questions do you have as you consider how to minister among faculty in this situation?
- What have you tried?
- What did you learn from these efforts?
- How might the Four Faculty Loves provide resources for addressing the situation?
- How might the Emerging Scholars Network and/or Scholar's Compass <http://esn.intervarsity.org/> address the needs of the faculty on your campus?

Reading: In the Name of Jesus: Principles in Christian Leadership, by Henri Nouwen (81 pages). (If you need to purchase In the Name of Jesus, you can submit the expense to 712110, GFM New Staff Training.)

Assignments:

1. Jot down 3-5 things you learned from Nouwen's book that you would like to share in the group discussion during the New Staff Training day in February.
2. Finish your one-page case study and bring copies for everyone to NST in Feb.