A. MISSIONAL FOUNDATIONS FOR TEXAS ANNUAL CONFERENCE CAMPUS MINISTRY

The need for effective ministries with young adults on college and university campuses has likely never been so pronounced. The congregations of the Texas Annual Conference (TAC) are committed to effectiveness in ministry to college students through ministries on a variety of campus settings and with a variety of levels of connection, whether congregational, district-level, and/or conference-level. The vitality of our congregations necessitates effectiveness in this ministry, for reasons that include reaching young adults with the life-transforming message of the gospel, raising up a new generation of passionate laity, and recruiting a new generation of gifted clergy leadership. Campus ministry represents risk-taking mission on the part of our congregations (through financial support, gifts-in-kind, and volunteer service) and commitment to connectional ministry, especially in ministries conducted on the district- and conference-level of connection.

VISION: Vibrant campus ministries reaching, discipling, and equipping college students for Christian service in the life of the United Methodist Church.

MISSION: The mission of Texas Annual Conference Campus Ministry is to make disciples of Jesus Christ of college students for the transformation of the world.

SCOPE: The TAC Board of Higher Education and Campus Ministry (BHECM) oversees and supports ministry to college students within the bounds of the Texas Annual Conference. This ministry is carried out at the congregational, district, and conference levels of connection.

PRIMARY TASKS OF TAC BHECM RELATED TO CAMPUS MINISTRY:
- Evaluate and hold conference-level ministries accountable for effective ministry
- Manage conference funds for effective TAC campus ministry
- Provide support for campus ministries and campus ministers in the TAC
- Facilitate shared oversight and support of ministry relationships with the Cabinet, Core Leadership Team, Campus minister, Wesley Foundation boards of directors, and local congregations.

B. TEXAS ANNUAL CONFERENCE CAMPUS MINISTRIES

Our commitment to the mission and vision for TAC ministry within the college and university campus context leads us to express our core values of radical hospitality, passionate worship, faith-forming relationships, risk-taking mission, extravagant generosity, connectional ministry, and fervent prayer and diligent
study of Scripture in the following best practices for effective campus ministry and to establish the following guideline for setting effective benchmarks for campus ministries.

BEST PRACTICES FOR EFFECTIVE CAMPUS MINISTRY

- Establish one weekly event that is “the gathering” for the ministry, typically a worship gathering. (passionate worship, faith-forming relationships)
- Develop a vibrant, growing ministry of small groups for holistic discipleship, including emphases on bible study, prayer, stewardship, and practicing evangelism and social justice (faith-forming relationships, fervent prayer and diligent study of Scripture, extravagant generosity, risk-taking mission, radical hospitality)
- Establish a student leadership team with a variety of positions for student participation and responsibility for executing the ministry (faith-forming relationships, risk-taking mission)
- Increase percentage of funds raised apart from conference funding, including opportunities for students to contribute financially to the ministry (extravagant generosity)
- Engage in opportunities for students to be in mission and outreach in the campus, the community, and the world (risk-taking mission, radical hospitality)
- Nurture the local church connection by facilitating various opportunities for local church involvement in working with the ministry (connectional ministry, radical hospitality)
- Establish and support an effective board of directors that is highly invested in the success of the ministry, expecting 100% board financial support, and with attention to diversity in terms of clergy and lay membership, variety of local churches represented, and inclusion of student leaders (connectional ministry, extravagant generosity, faith-forming relationships)
- Encourage and support students moving into ministry vocations (faith-forming relationships, connectional ministry)

GUIDELINE FOR SETTING EFFECTIVE BENCHMARKS

Benchmarks provide helpful standards for growth and development or optimum stability. Numerical growth, spiritual growth, and organizational health are important in assessing the faithfulness and effectiveness of campus ministries. Benchmarks for growth or stability will be negotiated and agreed upon by a newly appointed campus minister, their district superintendent, the BHECM, and the board of the Wesley Foundation. Factors such as experience of the campus minister, history of the particular Wesley Foundation, availability of staff and other resources, size of campus, etc. should be considered when establishing benchmarks using the best practices outlined for campus ministries and campus ministers as the guideline.
C. TEXAS ANNUAL CONFERENCE CAMPUS MINISTERS

Essential for effectiveness in campus ministry is recruiting and deploying effective campus ministers to our ministries. To achieve campus ministry excellence as an Annual Conference, we must engage in careful and deliberate recruitment of gifted candidates specifically for campus ministry, as well as ongoing assessment, development, and support of those persons. We identify the following characteristics and practices common to effective campus ministers.

- Sense of calling to make disciples of Jesus Christ in campus context
- Effective communicator with students, board of directors, ministry colleagues, and congregations
- Effective mentor who focuses on empowering students to lead ministries
- Effective in discerning “ministry moments” with students (times of crises, etc.), offering appropriate pastoral care, and able to connect students with other professional help as needed
- Effective in initiating and nurturing relationships with new, existing, and former students, and with members of the board of directors and clergy in their local area
- Willing to be available for frequent weekend and evening events with students
- Participates in clergy recruitment as a candidacy mentor
- Nurtures connectional relationship through appropriate participation in conference and district ministries
- Participates in campus ministry professional organizations for continuing education and professional support (UM-related organizations, ecumenical associations, etc.)

D. COLLABORATIVE RELATIONSHIPS FOR SUPPORT AND OVERSIGHT OF TEXAS ANNUAL CONFERENCE CAMPUS MINISTRY

Several parties collaborate in promoting and carrying out effective ministry in our conference-level campus ministries: the BHECM, the Assistant to the Bishop, the Cabinet (and District Superintendents with conference-level ministries within their districts), the Core Leadership Team (CLT), the campus minister, the Wesley Foundation boards of directors, and local congregations. Local congregations have a supportive relationship, but are also involved in oversight functions via lay member representation on the BHECM, CLT, and on Wesley Foundation boards of directors. These parties will nurture a collaborative approach to the provision of support and oversight of TAC campus ministry as outlined below. As needed, the Assistant to the Bishop will act as a liaison with the Cabinet and CLT on behalf of the BHECM.

APPOINTMENT OF CAMPUS MINISTERS: The District Superintendent has primary responsibility among these parties for faithfulness in appointing gifted
leadership appropriate to the nature of Wesley Foundation ministry and will meaningfully engage the BHECM and the Wesley Foundation board of directors in collaboration when managing transitions of campus ministry leadership, including consultation on leadership needs of the ministry, consultation on potential candidates for appointment, and confirmation of compensation arrangements. (Responsibility for initiative: District Superintendent)

** ALLOCATION OF FUNDS:** The board of directors of Wesley Foundations will submit funding requests and supporting information on an annual basis to the BHECM, which has responsibility for faithful stewardship in allocation of conference funds for effective ministry. When recommending substantial changes in fund allocation or when managing a change of appointment, consultation with the Assistant to the Bishop, the Cabinet, and CLT will assist in confirming the BHECM's work in this area. (Responsibility for initiative: BHECM)

** EVALUATION OF CAMPUS MINISTRY EFFECTIVENESS:** The BHECM has responsibility for leadership in evaluating the effectiveness of the campus ministry on an annual basis. A faithful undertaking of this essential task will meaningfully engage the District Superintendent, the Wesley Foundation board of directors, and the campus minister and will be conducted in light of the best practices identified and the benchmarks set according to the guidelines in section B. Included in this evaluation will be an assessment of the health and strength of the ministry’s board of directors to ensure its ability to continue fulfilling its vital partnership within these collaborative relationships for support and oversight. (Responsibility for initiative: BHECM)

** EVALUATION OF CAMPUS MINISTER EFFECTIVENESS:** Faithful evaluation of campus ministers necessitates diligent collaboration between the BHECM, the District Superintendent, and the Wesley Foundation board of directors. The BHECM will lead the process of evaluation in a cooperative approach, with the District Superintendent and the ministry’s board of directors, which assesses the ongoing needs for leadership of the ministry, evaluates the work of the campus minister, and makes appropriate recommendations with grace and respect for all parties. Benchmarks set according to the guidelines in section B as well as performance and growth according to the qualities and practices of effective campus ministers in section C will guide this evaluation. (Responsibility for initiative: BHECM)

** ASSISTANCE AND DIRECTION FOR CONTINUING EDUCATION:** Campus ministers are responsible for appropriate continuing education to ensure professional growth and increasing ministry effectiveness. The BHECM will provide assistance and direction as needed to support campus ministers in this endeavor, and especially in the case of newly appointed campus ministers and in areas of growth identified in a campus minister’s evaluation. The District Superintendent and the Wesley Foundation board of directors will provide
consultation and assistance as needed. (Responsibility for initiative: BHECM, campus minister)

FINANCIAL AND VOLUNTEER SUPPORT: For campus ministry conducted at all levels of connection--congregation, district, and conference, the ministry's board of directors and local congregations will creatively and collaboratively engage in financial and volunteer support as a way of faithfully engaging the mission field present to them for ministry in the name of Christ. For those congregations with proximity to a conference-level ministry, the Wesley Foundation board of directors and the campus minister will initiate avenues for participation in ministry to college students on the part of local congregations. (Responsibility for initiative: Wesley Foundation board of directors, campus minister)