

STAFF SPONSORSHIP OF CAMPUS AFFILIATES: AN OVERVIEW

Campus Affiliate: An official Campus Crusade for Christ lay volunteer working on a college campus.

Tremendous needs surface when we think about accomplishing our vision of reaching every college student in the U.S. for Christ. The Campus Affiliate position is designed to help meet one of those needs, the mobilization of people involved in a Campus win, build and send ministry. This is a vehicle for you to expand your manpower resources.

As you consider staff sponsorship, ask yourself the following questions. Do I need part-time assistance to accomplish my win, build and send goals? Should trained part-time help become an integral part of my strategy? Am I willing to invest the time to supervise and encourage part-time help? If so, where can I use part-time help the most...on my hub campus or at expansion schools?

To sponsor a Campus Affiliate means that you take the responsibility for the training and supervision of your part-time help through the length of the service agreement contract. This means that you are the main support link for your part-time personnel and you will be responsible to hold him/her accountable to fulfill position focus responsibilities.

Your Campus Affiliate(s) will be considered an integral part of your staff team and should be included when appropriate in staff meetings, retreats and socials. Sponsorship is not limited to Campus Directors and Associate Campus Directors. Any senior staff can serve as a sponsor.

The following gives a brief overview of the part you play in the Campus Affiliate program:

1. Recruiting: A person may approach you about being his or her sponsor or you may decide to search for potential Campus Affiliates. In both situations, communicate as much information about the Campus Affiliate program as you can. To seek out potential affiliates, you can:

- Talk with other staff in your area to see if they can recommend qualified graduates from their ministry who have settled, or are settling, in your general location.
- Challenge graduating seniors from your own campus. (You would do the other staff in the country a great favor by speaking with your non-staff bound graduating seniors about volunteering on a campus after graduation.)

2. Selection: You choose with whom you want to work. You may approach someone about serving as an affiliate or someone may approach you about being their sponsor. In either case, however, you need to know the qualifications for Campus Affiliates and then screen your candidates(s) before agreeing to become his or her sponsor. When challenging someone to the position, feel free to give the person an application and any relevant materials, but do not commit yourself to being his or her sponsor right away. As the potential affiliate learns more about you and the responsibilities of an affiliate, find out more about his or her qualifications, background, and personality as well.

If the person is definitely interested in being a Campus Affiliate, it is strongly recommended that you phone the staff member he/she knows best and ask this staff member what he/she feels this person's strengths and weaknesses would be as an affiliate. You always have the final say as to whether or not you want to work with someone. Do not be afraid to say no.

3. Defining Responsibilities: Once a person has said he/she would like to become an affiliate, and you have decided you would like to be his/her sponsor, meet to discuss the Campus Affiliate position focus sheet. Jointly decide on the campus, hours, responsibilities and ministry goals of the affiliate as well as your responsibilities as a sponsor. Once this is done, the person should now send in a completed application. A decision will be sent back within ten days.

4. Supervision: The success of this position depends upon the quality of people you recruit and your ability to give supervision. Supervision must include (1) vision, (2) direction, and (3) training as needed. These things will be accomplished through:

- A. Contact and Availability - Take the initiative to communicate with your Campus Affiliate(s) on a regular basis. Your availability will demonstrate to them their value and importance to the ministry. Minister together regularly.

B. Planning - Help Campus Affiliate(s) set goals and implement their win, build and send ministry, along with any other special responsibilities.

C. Training and Development - Affiliate(s) need to already be trained in the basics of a Campus Crusade for Christ field ministry. However, you are responsible for determining in what areas your affiliate(s) can benefit from further training. You can help train your Campus Affiliate(s) by (1) guiding them in utilizing printed resource materials such as How to Make Your Mark and the Transferable Concepts, (2) insuring his/her participation in regularly scheduled training events, and (3) by modeling what you teach.

D. Appraisal and Encouragement - He/she needs feedback on performance and affirmation of accomplishments. Otherwise, your Campus Affiliate(s) will likely become quickly demotivated.

5. Evaluating: Three months into your service agreement, sit down with your Campus Affiliate(s) to discuss how you both feel the arrangement is working. This may be a time of fine tuning responsibilities. However, either of you may also cancel the arrangement at this time if either feels it is not working out as planned.

In addition, at the end of a school year, evaluate with your Campus Affiliate(s) as to whether you would both like to continue the arrangement for the next school year as well.

FINAL NOTE

You can, of course, recruit and supervise volunteer help without going through the process of having the person become a Campus Affiliate. There is now no official process for incorporating any volunteer administrative help (i.e. someone to help with special projects, weekly meetings, secretarial work, artistic design, etc.). Simply involve such valuable helpers on your own.

However, it is strongly recommended that you have anyone who will be involved in a field ministry apply to become a Campus Affiliate. This will help you insure you are utilizing qualified personnel. Similarly, this will help the affiliate because they will then be officially recognized member of the Campus Crusade for Christ team and can raise support for expenses if needed. Only officially accepted volunteer field workers are to be designated "Campus Affiliates." All other "unofficial" volunteers are campus volunteers.

To obtain Campus Affiliate applications and to get more information, please contact:
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