

## **EVALUATING FULL-TIME SUBSIDIZED CAMPUS MINISTRIES**

Some Districts subsidizing full-time campus ministries conduct periodic evaluations or reviews of the ministry and worker(s). (Texas has a written format.)

Enclosed is a prototype, which might be helpful in structuring your own instrument, or used “as is”. Your suggestions for improvement are most welcome, should you be able to read it or use it.

The word “Interpretation” is substituted for “evaluation”, as it seems to reflect a more positive note of what we are really about, that is, to encourage ministry workers to reflect upon their own situation and then share themselves and their work with sisters and brothers who care for them in Christ. Ministry participants are also given a chance to offer their perspectives regarding the direction of the ministry.

Some basic premises underlie this instrument:

1. Campus ministry is mission, not maintenance.
2. Professional workers paid by the District have responsibility for a region and not only one ministry site.
3. Leadership development is a key aspect of campus mission.
4. Campus mission must reach beyond the “church culture” if we are to share Jesus’ word and love before He returns.

LCMS Word Mission \_Campus Ministry  
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# CAMPUS MINISTRY INTERPETATION

**Name of Worker(s):** \_\_\_\_\_

\_\_\_\_\_

**Name of Ministry:** \_\_\_\_\_

**Mailing Address:** \_\_\_\_\_

\_\_\_\_\_

**Telephone:** \_\_\_\_\_ **Fax:** \_\_\_\_\_

**E-mail Address:** \_\_\_\_\_

**Web Site:** \_\_\_\_\_

**Date of Visit:** \_\_\_\_\_

**Visiting Team Members:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Student to be Interviewed**

Jane Doe, Sophomore

**Time**

1 P.M.

**Place**

Lounge

**Others to be Interviewed (Position)**

Dr. John Black, professor campus council

**Time**

4 P.M.

**Place**

Library

**POSSIBLE INTERPRETAION CRITERIA**  
**FULL-TIME CAMPUS WORKER(S) / DISTRICT SUBSIDIZED**

**PART ONE**

(To be filled-out by the worker. A copy should be available to each member of the visiting team 2 weeks prior to the interpretation.)

1. List all universities, four and two year colleges, professional, technical, and vocational schools with a 20-mile radius.
  
2. List the institution(s) served through your ministry with percentage of your working time. (i.e. Brown University 80%, Menno Jr. College 20%.)
  
3. Name of your ministry as it is know:  
† On Campus \_\_\_\_\_  
† In the wider community \_\_\_\_\_
  
4. What is the total number of students at each institution served, and how many live on-campus?
  
5. What percentage of the following student categories is found at each institution served?  
† Undergraduate \_\_\_\_\_  
† Graduate \_\_\_\_\_  
† Professional \_\_\_\_\_
  
6. How many international students attend the institution(s) served by your ministry?
  
7. What percentage of the following international student categories is found at each institution served?  
† Undergraduate \_\_\_\_\_  
† Graduate \_\_\_\_\_  
† Professional \_\_\_\_\_

8. According to percentage, estimate the ethnicity of the North American students at each institution served.
9. List the five major national groups, from the largest to the smallest, in the international student body at each institution served.
10. How long have you served in your current position?
11. Did you or do you plan to attend the Campus Missionary Institute?
12. Please attach a copy (if available) of your mission plan or strategy for your region or institution(s) served. This might include:
  - † Statement of Core Values
  - † Mission Statement
  - † Goals and objectives
  - † Timeline
  - † Logo
13. Please attach a copy of any current written publicity pieces, such as brochure, newsletter, worship bulletin.
14. Please attach a printout of your current web site.
15. Is there a recognized LSF Chapter (or equivalent) at each institution served?
16. Does your ministry have an ongoing prayer support group of people from local circuits and congregations?
17. Do you have regular Bible, prayer, and mutual consolation/confession — forgiveness time with an individual, other staff, or small group in or outside of your ministry?
18. How many small groups of any kind (Bible studies, adult information, caring, cell, fellowship, meals, service, etc.) currently function within your ministry? Provide list for each institution served.

19. For each institution served, list what you consider to be larger group gathering, such as worship service, retreat, servant event, etc., offered during the year.
20. How many people are touched through your ministry in a typical week?
21. Describe how your ministry relates with LCMS circuits and congregations within a 20-mile radius.
22. List all religious groups operating at each institution served.
23. Do you relate to the campus ministry association and/or any of the above groups? Describe.
24. Which percentage of your ministry efforts are focused on:
- † Undergraduate \_\_\_\_\_
  - † Graduate \_\_\_\_\_
  - † Professional \_\_\_\_\_
25. Which percentage of your ministry efforts are focused on:
- † Leadership development, mentoring, discipling of others \_\_\_\_\_
  - † Fund raising \_\_\_\_\_
  - † Preparing for classes and worship services \_\_\_\_\_
  - † Administration facility \_\_\_\_\_
  - † Outreach telephoning and personal visiting \_\_\_\_\_
  - † Prayer for students \_\_\_\_\_
  - † Networking with local circuit/congregational members/leaders \_\_\_\_\_
  - † Meetings, conferences \_\_\_\_\_
  - † Formal study writing \_\_\_\_\_
  - † Nurturing personal relationship with Christ \_\_\_\_\_
26. State your immediate, most important priority in ministry.
27. What do you believe needs to happen in order for your ministry to reach more undergraduates?

28. If subsidy is withdrawn or reduced, what will you do?

29. Rank, from 1 (most) to 5 (least), modes of communication used by your ministry:

- † Snail mail \_\_\_\_
- † E-mail \_\_\_\_
- † Telephone
- † Web site \_\_\_\_
- † Word of mouth \_\_\_\_

30. If you have regular worship gatherings, identify style(s) used:

- † Traditional, LW, LBW, TLH \_\_\_\_
- † Contemporary, Boomer music, praise team \_\_\_\_
- † Contemporary, Generation X music, praise team \_\_\_\_
- † Contemporary, Generation Y, millennial music, praise team \_\_\_\_
- † Blended — traditional and some contemporary category
- † Blended — contemporary categories

31. Is Bible teaching within your ministry (check applicable)

- † Tied into the larger biblical narrative \_\_\_\_
- † Sequential, by book, chapter, verse \_\_\_\_
- † Various short courses unrelated to larger biblical narrative \_\_\_\_
- † Lecture/discussion \_\_\_\_
- † Interactive with much group discovery and discussion \_\_\_\_

32. Is there any significant alteration of ministry patterns during the summer months? (Explain)

## PART TWO

1. What do you think the primary focus of your ministry is? (One sentence)
2. How do you view the role of students in your ministry? (One sentence)
3. Do you see yourself as accessible to students? (One sentence, not “yes or no”)
4. Name the one issue raised in your ministry on which you will not compromise.
5. Identify your current leadership style. (One word or sentence)
6. What do you believe is your greatest assist in ministry? (One word or sentence)
7. What do you believe is the area in your ministry needing most improvement? (One word or sentence)
8. Do you have a plan for improvement?
9. Place an “x” where you see yourself on the continuum:



Loner

Isolated

Reclusive

Shy

Self-differentiation



Net-worker

Collaborator

Conscious of boundaries

between self and others



Fused with others

Poor sense of personal

boundaries and self

differentiation

## **Part Three**

### **Interviews**

Student interviews should reflect the proportion of undergraduates and graduate students enrolled in the institution(s), not the proportion participating in the ministry.

#### **Interview Questions with Students**

1. What are your three greatest need?
2. Has your campus ministry (congregation) helped you meet these needs?
3. Describe the atmosphere of your campus ministry (i.e., welcoming, inviting, closed).
4. Describe the focus of your campus ministry (i.e. missionary, social).
5. What is your greatest wish for your campus ministry (congregation)?
6. How do you think you could help in achieving that wish?

#### **Interview Questions with Others**

1. What do you think is the focus of this ministry?
2. How is this ministry perceived:
  - † On campus
  - † By the community
  - † By local circuits and congregations
  - † By the District(s)
3. What is the greatest strength of this ministry?
4. What is the greatest weakness of this ministry?
5. How can you help support or change the focus of this ministry?

## **PART FOUR**

Based upon a thorough discussion of Parts One and Two with the worker(s) and, Part Three Interviews with students and others the visiting team will:

1. Agree upon the strengths of the worker(s) and ministry, as well as, upon areas needing improvement.
2. After printing enough copies of these findings, the team and worker(s) will meet together to review them.
3. Areas needing improvement will be reviewed with the worker(s) by the District Executive or an appointee within six months.

Findings from this session can be used as a basis for the next interpretation visit.