

UNIVERSITY PRESBYTERIAN CHURCH
SEATTLE, WA

A MODEL FOR
CHURCH-BASED
CAMPUS MINISTRY

REAL LIFE IN JESUS CHRIST

A VISION FOR UNIVERSITY MINISTRIES

BUILDING BRIDGES TO THE GLORY OF GOD

FROM THE SENIOR DIRECTOR

For over 90 years God has brought glory to himself at University Presbyterian Church (UPC) through its commitment to investing in the lives of college-age individuals. This manual briefly explains how God is accomplishing his glory in University Ministries (UMin) today. Our hope is that this will be a tool for inspiring vision and practical ministry.

As UMin leadership contemplated the means by which God is achieving his goal, the image of bridge building came to mind. As you know, students are often outsiders when they come to college; leaving four years later, just as we really begin to see spiritual fruit in their lives. Thus, the very nature of work with students resembles building bridges. We seek to construct bridges into students' lives that enable them to glorify God during and beyond their college years.

We have four bridges that we try to build:

- 1) *Bridging Christ and student*
- 2) *Bridging student and student*
- 3) *Bridging student and Christ's church*
- 4) *Bridging student and world.*

The destination of these connecting bridges is the glory of God in Christ Jesus.

This manual begins with the Mission Statement that UMin has worked from over the past three decades. We feel this gets at the heart of the gospel and provides a centering for our tasks. We lay out our programs and people as tools and workers to construct the bridges that point students to Christ. We believe that the desired bridging is timeless, however the components of each bridge are perpetually renovated and reinforced. We offer this manual to illustrate what UMin is currently doing to help students build their bridges by experiencing real life in Jesus Christ.

If you desire any further information such as the applications we use, specific promotional pieces or other questions please feel free to contact us. We pray this will assist you in building bridges to God's glory through your student ministry.

Building for his kingdom,

Mike Gaffney for the staff of UMin and the leadership of UPC

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MISSION STATEMENT

TO THE GLORY OF GOD...

Our purpose is to “Go and make disciples of all nations” beginning with college-age individuals in the greater Seattle area. We believe and teach that the Bible is the inspired, authoritative word of God that calls us through the power of the Holy Spirit to...

- Introduce unbelievers to Jesus Christ and urge them to commit their lives to him as Savior and Lord
- Help believers develop an intimate relationship with Jesus Christ

WE “PREPARE GOD’S PEOPLE FOR WORKS OF SERVICE SO THAT THE BODY OF CHRIST MAY BE BUILT UP” BY...

- Enabling them to better understand and communicate their faith
- Helping them experience Christian community and intimate, honest relationships with each other
- Providing them with opportunities and encouragement for ministry and mission
- Beginning the process of helping believers discover and use their spiritual gifts

As part of God’s call to us, we seek to understand the various needs of college-aged individuals and to creatively minister to those needs. Our desire is that their faith established today will stand firm tomorrow.

OUR THEME: DISCOVERING AND COMMUNICATING REAL LIFE IN JESUS CHRIST

SOME NUTS AND BOLTS OF THE BRIDGES

- We always want to ask, “What is God already doing?,” then get on board with him.
- We not only want to prepare students for life-long obedience, but integration of all aspects of life into the Kingdom of God. No separation of sacred and secular
- We stress *people* over programs and production. Thus vision is always necessary, wise and beneficial.
- We seek to maintain a full-body ministry, meaning that staff, students and associates all play key roles. We do not want to be staff dominated.
- We seek to discover the vision of the student and help it thrive. We believe God is at work in the student for the student.

“

We always seek to ask, ‘What is God already doing?’ Then get on board with him

“

People over programs

“

BRIDGING CHRIST AND STUDENT

The programs listed here serve to connect Christ to the student and the student to Christ. Thus we go forth to bring Christ to them and we invite them to come to us to meet him here.

In all these opportunities we desire to model Acts 2:42 – to be devoted to Scripture, to prayer, to worship and fellowship that is reverent and personal, and to grace and holiness. By being the community of believers devoted to these elements we then believe that evangelism, discipleship, correct theology, unity of believers and many other great things will occur.

Often we are asked about our method or philosophy of evangelism. We seldom, if ever, stage an "outreach event." We use our time and resources to equip students to be evangelists in the context of their daily lives. Thus, if a non-believer was to attend one of our events, chances are they have been invited by one of our students who then follows up with that individual.

In evangelism we...

- build upon existing proximity
- create new proximity
- develop lasting relationships with unbelievers without compromising Christ
- show Christ and share Christ
- seek out those who are close and/or already claim Christ but are not living abundantly.

The Question: "What are students seeking in a regular large group fellowship?"

The Answer: "An encounter with God, a worship experience. Truth."

THE INN

The INN is the event we are most noted for. Beginning 30 years ago with about 30 students in a little old building know as the Inn, it has now moved into a gymnasium and draws between 1000-1300 students per week (however, we did not change the name to The Gym). The INN draws students from all over the Seattle area but mainly from the University of Washington. The best way to describe it is to say it is a Weekly Service of Celebration. It is not necessarily a seeker-oriented event, though many seekers come and many have discovered Jesus for the first time here. It is not merely a worship service for believers either, though we do celebrate the Lord's Supper ever third week. We seek to celebrate real life in Jesus through humor, song, prayer, teaching and socializing. The INN is high in energy, low on Christian cliché, centered on making Jesus relevant regardless of where students are in their faith journey. It is typically the first point of contact that a student will have with UMin and UPC.

Following are outlines of the order of worship at The INN. There are subtle changes from week to week, especially on weeks when we celebrate the Lord's Supper.

<i>Inn-gredients</i>	<i>Talk Series</i>
Worship band – One team of students who are mentored by associates. In the past, The INN has had two bands that split time leading worship.	“Thy Kingdom Come (Attitudes and Relationships)” – Luke “The Life of Jesus” – Mark
Hospitality Team – stuffs bulletins and makes sure that everyone who comes through the door has a name tag.	“God and Romance, What’s He got to Say About it” – assorted texts “Knowing God Through the Questions He Asks”
Sight and Sound Ministry – group of students that takes care of issues such as sound and projection.	“Disputable Matters” – assorted texts
Speaking Team – students who assist the director in preparing messages, which is sometimes The INN planning team (comprised of all these people being described).	“A Matter of Life and Death” – Genesis “What in the World Am I Supposed To Do” – Acts, Philippians, Genesis
INNkeeper – a position held by a staff intern to organize and coordinate each event.	“What Does it Mean to Have a Personal Relationship With Christ” – assorted
Speaker – director assumes at least 60% of this responsibility with other staff and numerous guests filling the reaming spots.	“Just Jesus” – “I am” statements from the Gospel of John “Are You Hot?” – Revelation 3 with other texts
Ministry Areas – a place for information on how to go deeper in the ministry; staffed information tables around The INN are the primary doorway.	“The Disciple’s Journey of Faith” -- Matthew See www.upc.org for more detailed information about a given series.

The INN Plan

SEPTEMBER 30, 2003

Speaker: Mike Gaffney **Communion:** NO
Worship Leader: Annie Parsons **Office Cleanup:** Stefanie

TIME	EVENT	PERSON	(LIGHTS)
7:00 p.m.	Set-Up Tables (9): Core Groups, City Dive, Int.l Student Ministry, Freshman, INNformation/Men's Ministry, Seattle Young Life, 2 Deputation Teams Boxes (5): Who Are You (2), Giving Box, Prayer Box (2) Light Check Sound	Matt, Stef, Sight/Sound Stefanie Glenn / Brent	
9:00	Prayer	Stefanie	(All up)
9:10	Greeting Team	Irvin	
9:30	Opening Song	Annie & Band	(Worship)
9:35	Welcome / Who Are You? / Announcements (1) Core Groups – Craig (2) Freshman Leadership -- ? (3) Staff Intro -- Video	Ross / Lindsay	(Speaker) (All Down)
9:40	Call to Worship	Sarah T.	(Speaker)
9:42	Story From Here (Deputation Witness)	Brandon	(Speaker)
9:47	Worship songs (4)	Annie & Band	(Worship)
10:08	Talk Genesis 1:27-31, 2:19-20	Mike Gaffney	(Speaker)
10:33	Worship song (1)	Annie & Band	(Worship)
10:37	Announcement Reminder / Benediction Prayer Team Tape to Nancy Break Down	Raeanne Ryan and Becky Matt M. Student Team & Interns	(All Up)
11:30	Lock Down	Craig / Lindsay	

THE INN PLAN

OCTOBER 28, 2003

Speaker:	Mike Gaffney	Communion:	YES
Worship Leader:	Annie Parsons	Office Cleanup:	Stefanie

TIME	EVENT	PERSON	(LIGHTS)
7:00 p.m.	Set-Up Tables (8): Int'l. Student Ministry, Freshman, Christmas Missions, Women's Ministry, Men's Ministry, Book Table, Passion, INNformation Boxes (5): Who Are You (2), Giving Box, Prayer Box (2) Light Check Sound	Stefanie / Matt Stefanie Glenn / Brent	
9:00	Prayer	Matt	(All up)
9:10	Greeting Team	Irvin	
9:30	Opening Song	Annie & Band	(Worship)
9:35	Welcome / Who Are You? / Announcements Christmas Missions – Mark R. Freshman Retreat - ? Men's Ministry Committee - Corey	Toguchi / Medina	(Speaker)
9:40	Call to Worship	Ryan	(Speaker)
9:41	Worship songs (3)	Annie & Band	(Worship)
9:56	Talk	Mike Gaffney	(Speaker)
10:21	Words of Institution / Communion	Mike	(Communion)
10:23	Reflection songs (2)	Annie	(Communion)
10:33	Closing Prayer	Mike	(Communion)
10:34	Worship song (1)	Annie & Band	(Worship)
10:39	Announcement Reminder / Benediction Prayer Team Tape to Nancy Break Down	Raeanne Craig / Becky Matt Student Team & Interns	(All Up)

DISCIPLESHIP OPPORTUNITIES

The Question: "How do you truly make disciples in such a huge context?"

The Answer: "Knowing as a staff we can't connect with every student, we're intentional with those who can..."

UMin seeks to connect Christ and students at a deeper level than what The INN can afford. Thus we have developed teaching and training opportunities for students and Associates to grow deeper in Christ, all the while forming a sense of team with those who make UMin happen. These programs are open to anyone, however there is a stress upon those who are or are planning on serving within the context of UMin.

FRESHMAN LEADERSHIP

Over the years we have discovered that many freshmen come ready to go deep with Christ and to serve him now. The better we can incorporate them into the core of ministry from the get-go of their college experience, the better they stay connected throughout their four years. This class meets quarterly, four times a quarter with an emphasis upon foundations of the Christian faith and familiarity with UMin opportunities and overall vision. Students also apply to be in Core Group Bible studies and are placed with other freshmen in a group led by an upperclassman. These upperclassmen comprise a committee that helps facilitate ministry to freshmen.

GREEK MINISTRY

This is one of the dominant aspects of our ministry due to UPC's close proximity to the UW's sorority and fraternity Greek System. A majority of our students live in this community while attending school; therefore we place an emphasis upon this group of students. A male and female intern who oversees a male and female student leader heads up this ministry. The student leaders in turn coordinate a committee of students who help facilitate ministry to the Greek community. Bringing Christ into this living environment is the focus upon Greek ministries. The committee's programs include Sunday night prayer meetings that are hosted by a fraternity and a sorority each week. The goal of Greek Ministry is to have a small group Bible study in every Greek house. The committee's mission statement reads, "...we commit ourselves to encourage, seek out and equip Greeks to share the good news of Jesus Christ in fraternities and sororities. We will do this, first and foremost through prayer, providing resources, planning events, and building relationships in the Greek System."

RETREAT MINISTRY

In a ministry where sometimes the number of students involved can be a little intimidating, it becomes important that we provide bridges of the somewhat smaller variety – foot bridges as it were. Twice during the course of the year (winter and summer) UMin offers two-day retreats for the students. These retreats begin on a Friday evening and finish on Sunday afternoon. The purpose is to provide a place where students can encounter Christ in a more individual sense while remaining

within the context of community. The smaller group allows for there to be small groups after each message. These groups allow students to engage the information they have just heard with their own thoughts and questions. During the weekend there are also seminars (two separate times with four different options). Topics are generally ones that either students have indicated would be of interest to them or we as a ministry see as meeting some particular need within the body. Each retreat also includes a significant amount of time for students to do with as they please: Study, quiet time, connect with each other, connect with staff, or just escape the hustle/ bustle of college life.

Annual Retreats

Staff Retreat – A four-day gathering of the year’s staff & interns to share stories and hang out.

Fall Leadership Summit – Could also be called the fall leadership conference. A gathering to get all student leadership & interns together to encourage and pass on vision for ministry in the upcoming school year.

Freshman Retreat – A gathering for first-year students to get plugged in. They are connected to year-long small groups over the weekend.

Men’s & Women’s Retreat – Separate gatherings, same weekend.

Prayer Retreat – Small gathering of students seeking to be stretched in their prayer life.

Winter Retreat – The year’s biggest retreat, highest on program centered around a theme.

Senior Ski Retreat – An opportunity for students in their final year to spend a weekend away with staff and Core Groups. Held at Whistler, B.C., where non-skiers enjoy the time as well.

Deputation Retreat – Marks the beginning of training for our summer mission program.

Summer Retreat – Similar to the Winter Retreat for the students involved during the summer.

INN Adventure – Various outdoor retreats organized entirely by students throughout the year.

Note: Winter Retreat being the exception, these gatherings are all smaller and based on student/intern interests and passion.

MEN’S MINISTRY

Men’s Retreat: An annual gathering in the fall that seeks to bring men of all generations together at Fort Casey on Whidbey Island. We believe it is important for younger and older men to have contact with each other. College is a critical time in the lives of men as they leave their homes and parents for the first time. Older men/mentors in their lives are a critical part of their discipleship journey in college and beyond. Both the planning and actual event of this retreat fosters these relationships.

Myths: An informal gathering designed to assist men in engaging struggles of sexual lust and temptation. This is an aspect of men’s ministry that needs to be continually addressed and talked about by the church as our culture becomes increasingly sexually charged.

Thursday morning Bible study: A weekly Bible study and fellowship group open to anyone who wants to attend. Led by UMin and UPC staff members, studies have included II Timothy and II Corinthians, and various Bible character studies.

WOMEN'S MINISTRY

Women's Retreat: An annual gathering in the fall that seeks to bring women together for a time of fellowship and teaching.

Eating Disorder Awareness: A student-driven, one-week event in February to raise awareness of body image and eating disorders.

Monday Morning Bible study: A weekly Bible study open to any who want to attend. Led by UMin staff; winter '02 study was the book of James; spring '02 study was Psalm 42.

BEFORE YOU BUY THE RING

Hosted by Mike and Shari Gaffney for nearly a decade, the Before You Buy the Ring Conference targets couples who are dating seriously, or as we say, "exclusive". Our goal is to help couples gain a biblical understanding of marriage and assist them in asking the right questions about life and love before they get engaged. Attending couples receive projects to complete individually and time to honestly share their answers together. This has proven helpful in evaluating both the strengths and areas for growth in their relationships.

In addition to Mike and Shari's presentations, spotlights are given to couples in various stages of their relationships, ranging from newlyweds sharing a "fresh perspective" to those in their golden years sharing a "wise perspective." Not only does this expose dating couples to how relationships evolve and change, it also exposes them to potential mentors and role models who are committed to marriage, lay ministry, and keeping their lives centered on Jesus.

SUMMER MINISTRY

Summer Ministry at UPC takes on a slightly different feel. UMin's ministry coordinator(s) takes over the leadership of the programmatic aspects of ministry for the summer months. The staff working specifically with the Summer Ministry varies from year to year and is always smaller than the staff we have working during the rest of the year. This ministry is designed to reach summer school students while also drawing students from the church body who are home for the summer. Typically it is a very different crowd than we have during the school year. Often, however, it is the springboard for many students who come to the Inn during the school year to meet staff and other students at a more personal level. There is a weekly fellowship meeting that is geared towards trying to foster community. The majority of attendees are in small groups and the tone of the Summer INN is more "conversational." The Summer INN serves as a smaller, more intimate place to be involved (approximately 300-400 attend each week). This has been a key program in developing staff for future leadership responsibilities. Other opportunities available during the summer include retreat, prayer meeting, short-term mission and social/athletic activities.

“

My job is to bring people to Jesus...

*My job is also to bring people to other people
who can bring them to Jesus*

”

-Mike Gaffney

BRIDGING STUDENT AND STUDENT

We see students as the key to impacting students. Thus we want to build bridges that facilitate their relationships. We have always felt that if students are made to feel secure first in their relationship with God and then second in a community of peers fighting the battle with them, they will be more apt to risk for God's Kingdom. In this bridge we will talk about what we call the heart beat of UMin. As mentioned earlier, The INN gets most of the attention, but those on the inside place significant emphasis on Core Groups, student ownership and interns. All of these serve to bridge student to student and, of course, student to Christ.

CORE GROUPS

A Core Group is UMin's version of a committed small group Bible study. The purpose of a Core Group is to encourage and foster spiritual growth through consistent prayer, study of the Bible, and fellowship. Core Groups are available for any college-age student. Groups gather once a week for about two hours and are led by UMin Associates (adult volunteers). In some cases, student Core Group leaders lead underclassmen. Each group is comprised of 4-5 students of the same gender and same year in school. All members of a Core Group fill out an application and go through an informal interview with a staff member called a "rap session." We believe this cultivates community and cohesion in groups as we seek to understand where a student is spiritually. The key sign-up opportunity for students is during the spring before the coming year. Some Core Groups also form naturally out of our Bible studies. Students who are in a Core Group make three commitments:

- a) commitment to meeting regularly with their group
- b) having an measurable area of ministry (service)
- c) bringing others to The INN

BIBLE STUDIES

Bible studies provide opportunities for students to get involved in a small group without making the commitment that comes along with a Core Group. Bible studies are led by Associates and staff and can be based on a book of the Bible, another book, or a specific topic that affects college students. These studies are offered at various times during the week and students do not have to sign up to attend. Students hear about opportunities to join a Bible study through flyers and announcements at The INN. Our vision is that Core Groups would form naturally out of relationships built in Bible studies.

UMIN HOUSES

UMin operates three properties owned by UPC that students live in year-round. The goal is to facilitate a healthy Christian community experience. Students apply each spring to live in the houses for the next school year and are selected based primarily upon their desire and understanding about Christian community. Each of the houses holds 10 students. Residents are expected to be actively involved in ministry with UPC and UMin. Houses have a house meeting and a house meal each week as a means of intentionally coming together. Students are on their own for food (no hired cook) and assume responsibility of the day-to-day maintenance of the structure. Each house is assisted by an Associate "House Parent" to assist the house managers in guiding the spiritual and organizational welfare of the community.

STUDENT ASSOCIATES

To help facilitate the areas of ministry specifically within UMin we have selected Student Associates as student liaisons between their ministries and the leadership of UMin. Each student associate has a committee of people who are responsible for planning, implementing and following up with their events, tasks or performances. To streamline communication and better serve students, Student Associates are in contact with an intern or staff person who is responsible for their particular area. Student Associates, along with student interns, comprise a leadership team that meets every other week with the associate director for student leadership for a time of fellowship and training. They are expected to attend The INN each week and be present for prayer 30 minutes before The INN starts. As a group, all the student leaders team up to plan and lead the Winter Retreat. The staff counts on this team to keep each ministry sharp; to constantly change and grow. Each of the leaders is responsible for recruiting their peers to help out with the various ministries in the places that help is needed. Student Associates oversee the following ministries: Greek, Hospitality, Prayer Team, Ascent, Local Mission & Outreach, Sight & Sound, The INN, Freshmen, Discipleship & International, Deputation, Publicity and Alpha. Student interns, who are part of the student leadership team, are hired to oversee Freshmen, Women's, Men's and INN ministries.

INTERNS

Each year we hire 4-5 college grads to serve full-time for 9.5-12 months as interns. The UMin intern program is designed to give college graduates an opportunity to gain valuable experience and training in both practical and theoretical aspects of ministry as well as have the opportunity to function as part of the larger church staff at UPC. The internship is a training program designed to give interns opportunities to discover and use their spiritual gifts, to develop spiritually and theologically, to work in an atmosphere of personal and professional guidance and support, and to gain practical ministry experience. Interns work directly with a UMin senior staff member who supervises them. The program is a "person to people" ministry including one-on-one, one with a few, and one with many (The INN, special events).

The internship is two-fold in scope. First, it is a UMin staff position. Second, it is a training program. As a staff person, the intern ministers to the university community and seeks to fulfill the purpose of UMin as outlined in our Mission Statement. Applications are usually available by mid-December and due mid-February. We also work in cooperation with about a dozen other internship programs around the nation.

UMin Interns... Where are they now?

James B. Notkin – Pastor of New Ministries, University Presbyterian Church
Kenny Nollan – Area Director, Seattle Metro Young Life
Shane Prudente – Creative Services, SAFECO Corp, Seattle
Travis Messer – Commercial Pilot, Account Manager, the Domain Group
Scott Didrickson – Assistant Men’s Basketball Coach, Oregon State University, Corvallis, Ore.
Jera Koelling (Blomquist) – Former UMin Mission Coordinator, Princeton Theological Seminary
Andrew Davies – Director of Univ. & Young Adult Ministries, First Pres. Colorado Springs
Ryan Martinez – M.D., Virginia Mason Hospital, Seattle
Greg Allen – Fundraising, United Way
Tim Owens – Broker, C.B. Richard Ellis, Seattle
Ryan Maxwell – Loan Officer, People’s Bank, Seattle
Tracy Stover – Graduate of Oxford Center for Missions Studies. Currently serving in Kenya
Matthew Young – Assistant Pastor, Church at the Center, Seattle
Stephanie Pickering – Practicing Marriage and Family Therapy
Amy Henderson – Pursing Masters in Marriage and Family Therapy, Seattle Pacific University
Matt Ghormley – Pursuing M. Div., Regent Seminary, Vancouver, B.C.
Jeanine English – Completed M. Div., Fuller Theological Seminary, Pasadena, Calif.
Jill Dumler – Youth Director, First Presbyterian, Colorado Springs
Josh Kerkhoff – Pursuing M. Div., Fuller Theological Seminary. Former Director, FPC San Antonio
Greg Millikan – Pursuing M. Div. Regent Seminary, Vancouver, B.C.
Alison Dearborn (Millikan) – Pursuing Law degree, University of Washington
Brandon Bleek – Mission Coordinator, University Presbyterian Church (UMin), Seattle
Ryan Church – Ascent Coordinator, University Presbyterian Church (UMin), Seattle
Matt Johnson – Pursuing M. Div. At Regent Seminary, Vancouver, B.C.
Eric Frazier – Program Director, The Firs, Bellingham, WA
Emily Dumler – Pastor of Sr. High Youth Director, Sammamish Presbyterian Church, WA
Julie Wilson (Church) – Therapist, Student Counseling Center, Seattle Pacific University
Julie Marks – Admissions Counselor, Seattle Pacific University
Carmen Goetschius – Pursuing M. Div., Fuller Theological Seminary Northwest
Becky Riggers – Ministry Resource Coordinator, University Presbyterian Church (UMin), Seattle

BRIDGING STUDENT AND CHRIST'S CHURCH

As a Christ-centered, biblically-based ministry our desire is to emphasize Jesus, not denominations or organizations. However, we also believe that the tradition of the church is one of our great strengths. Thus we seek to build a bridge to the greater community of faith and not merely create a little Christian ghetto within UMin.

The Question: "How do you get students from Tuesday night to actually connect with the church?"

The Answer: "Get them in front of the congregation and get the congregation in front of them."

We promote to students other UPC functions and opportunities so that they can benefit from the whole of the congregation. We also believe that students have much to offer the church, thus we create ways for their lives to bless the congregation.

We are often asked, "how many students go to your church on Sunday?" Our response is, "We don't really know." Our measurement for connecting students to the church is not based on attendance at a Sunday worship service. Our measurement is how many of our students are in relationship with those who make up what we call the church. If we do the right style of worship on Sunday we might get hundreds at church, but it won't mean they are in relationship with those of the church. Thus, getting students involved in church means getting them connected inter-generationally with older men and women and younger children.

STUDENTS BEFORE THE CONGREGATION

One of our efforts is to place students in front of the UPC congregation. We literally do this on several Sundays a year.

UMin Sunday

On this October Sunday the director/pastor of UMin preaches (which he does about four times a year); a student, intern and/or associate does a five minute witness; a student does the offertory music; and the congregation commissions all those who serve in ministry to students (staff, interns, associates, student leaders and all university faculty/administration/ service personnel.)

Deputation Sunday

On this May Sunday the congregation hears about the summer mission teams that go out, prays a prayer of commissioning for them, and takes a special offering to pay for the trips. Also, just as with UMin Sunday, the narthex of the church is filled with displays and students to interact with. Along with the director/pastor preaching, other UMin staff assist regularly in worship, participate in the witness spot with students, and prayers are regularly offered for retreats, short-term mission trips and other special events that pertain to students.

STUDENT SERVING THE CONGREGATION

It is not unusual to have a student or two serving in the congregation as choir members, ushers and even sound technicians. However the strategic places we direct their services are through workdays and service to children and youth. Students play a crucial role as Sunday School teachers, day caregivers and Youth Sponsors (small group leaders).

Work Days

Work Days are an effective way of not only raising money for the ministry, but of facilitating relationships between students and church members. Four times a year, students volunteer to do yard or house work at members' homes in exchange for a donation to UMin. At the Fall Work Day, money goes toward individual students to cover retreat costs. In the spring, money raised goes toward the World Deputation program, funding students' summer missions. We ask for a suggested donation of \$100/student for an 8-hour work day. Approximately 500 students participate annually.

The greatest joy of these Work Days is that students get a chance to be in the homes of members of UPC, sharing a meal together and interacting with a family. UPC members also look forward to the Work Days, appreciating the help with yard and house work.

CONGREGATION SERVING THE STUDENT

The most obvious way that the congregation serves students is through their financial generosity. Between the session-designated funds and the special offering for Deputation, the congregation of UPC contributes approximately \$350,000 a year. The majority of these funds go toward personnel who are hired by the Session to be strategic in reaching out to students. In addition to their set tasks, each staff person plays a pastoral role with students as well. The **full-time paid senior staff** positions are:

- ***Senior Director of University Ministries***- Mike Gaffney
Mike is responsible to the Session of UPC and he serves on the leadership team for the whole church. His duties in UMin include vision, strategy, staff supervision, teaching, mentoring, weddings and other pastoral duties.
- ***Associate Director of Adult Lay Leaders***- Shari Gaffney
Shari has some overall UPC responsibilities and UMin specific pastoral duties but mainly recruits, trains, coordinates and shepherds the entire adult lay ministry for UMin (Associates).
- ***Associate Director of Student Leadership***- Raeanne Jones
Raeanne is responsible for supervising student interns, student leadership, spring and fall leadership retreats, Women's Ministry, Greek Ministry, Freshman Ministry and the intern hiring process, along with investing in students lives relationally.

- ***Mission Coordinator***- Brandon Bleek
Brandon is responsible for all international and state-side mission journeys that occur during Christmas and spring breaks and summer. He also assists grads with going on one- to two-year stints. Of course all this requires many hours of investing in students lives relationally.
- ***Ascent/Events Coordinator***– Ryan Church
Ryan manages all aspects of the Ascent Conference, overseeing promotion, registration, student and adult volunteers and fundraising specific to the conference. The job also includes some supervisory roles with The INN. This position also manages each of the three UMin residential houses. The events coordinator is in charge of Men's Ministry, retreats and all other misc. items we don't know where to put! Each plays a key role in developing relationships with students.
- ***Administrative Assistant***- Amy Owens
Amy serves the senior director and associate director and manages all office needs. She is the front line contact and the one that usually knows the most about UMin.
 - ***Ministry Resource Coordinator***- Becky Riggers
Becky works on Core Groups with the associate director of adult lay leaders. While the associate director focuses on the Associates involved in Core Groups, Becky works mostly on student and administrative matters relating to Core Groups. She is also responsible for Bible studies led by Associates and staff. Additionally, Becky has overall UMin administrative responsibilities.

ASSOCIATES

The Associate program is comprised of adult lay ministers in the church, ranging in age from post-college to retirement age. We seek diversity within our Associate ministry in order to expose students to the broad range of the body of Christ. thereby increasing the richness of the program. Due to the Associates' diversity, students can see life in its various forms while maintaining the common foundation of Jesus Christ.

The Question: "How do you manage adult volunteers once they have come forward?"

The Answer: "Get them involved and care for them!"

Associates are a necessity within the framework of college ministry. Without Associates, we would fail to reach spiritual depth, diversity and growth both individually in students live and in the ministry as a whole. Associates provide cohesion within a body of believers that is in constant transition. They become a necessary extension of the staff and we see them as vital partners in ministry.

Associates are people who creatively use their unique gifts, skills, talents and resources to facilitate Christ's love to the university community. They can minister to students in ways our full-time staff cannot. Our range of experience is limited, but Associates broaden that base. They provide spiritual and practical insight to the everyday world that brings God and his Word alive.

Associates serve college students in the following ways: Core Group leaders, one-on-one mentoring roles, empowering a student-led committee (drama, worship, etc.), serving on various committees such as our Deputation committee as they interview and equip students to go on missions, or our intern selection committee that helps interview and select interns to serve in the coming year. Associates also act as host families for interns or teach seminars at retreats.

ASSOCIATE CARE TEAM

The vision of this team is to support all Associates, with specific attention to Core Group leaders, to:

- Provide training for ministry and spiritual support for those involved in serving college students through a Core Group
- Come alongside UMin staff by attending personally to the needs of Core Group leaders and all Associates as they pertain to their individual ministries within UMin
- Build a bridge between Associates and UMin – staying connected to the ministry as a whole
- Build a bridge within the Associate program – staying connected to one another. The associate director pastors this group of Associates who intentionally care for other associates.

The Care Team's mission: To support church lay leaders (Associates) as they serve college students, thereby offering students a strong foundational discipleship and mentoring program.

ELDERS

UMin has been blessed to have a history of great Elders participating in so much more than the Session of UPC. They are expected to attend a monthly meeting with the director, quarterly meetings with all staff and other events sponsored by the ministry such as The INN or a retreat. Each elder serves a three-year term and is given a specific assignment.

UMIN Elders – Five Points of Contact

Pray – People who diligently pray for the ministry

Presence/Watch – Attending various UMin events.

Promote/Advocate – Share what is going on and encourage others within the Session of UPC

Practice – Assisting staff on areas such as budget, mentoring and care team

Process for Staff – Help the staff navigate the direction of our ministry and process our thoughts

BRIDGING STUDENT AND WORLD

We not only want to bridge students to the people of UPC, but we want to connect them to God's people in the world and people's need for God in the world.

THE WORLD TO STUDENTS

We desire to expand students' awareness of the many ways in which God is at work, and the extent of the need in the world for their service. Guest speakers are one way we bring the world to students. We also provide space and time for para-church and mission organizations to make their opportunities known. One INN a year we even have a "Camp Night" in which many of the West Coast summer camps come to recruit students.

In May 2002 we hosted the second *Ascent Conference*. This conference for church-based campus ministries brought in more than 30 different ministries from 19 different states. The 500 participants made up of staff, associates, and student leaders came together to tell their stories to one another so that we might be encouraged to go back and tell his story in each respective community. The Ascent network continues to develop as a hub of resources for church-based campus ministry around the country. The next conference is scheduled for May 21-24, 2004.

THE WORLD IN OUR OWN BACKYARD

UMin is strongly committed to the idea of connecting students with opportunities to be challenged and encouraged in their faith through service. We divide these different ministry areas into three different categories: Ministry to the campus, to the community, and to the city. There is the expectation that any student participating in a UMin Core Group would be serving in a ministry area (be that with UMin or otherwise). However, we work to provide any student with either the opportunity, or a connection to minister in one of these contexts.

Bridges connecting students with students within the context of UMin (campus)

Each element of UMin is dependent upon the leadership and participation of students in order to be effective. Students have the opportunity to participate in any number of areas where they will be serving other college students. These opportunities include such elements as worship team, drama, greeting (at The INN), INN Adventure (outdoor ministry), Men's Ministry, Women's Ministry, retreat committees, international students, Freshmen Ministry, and others.

Bridges between students and the community (community)

This second area of community refers largely to the direct community in which we operate. Here UMin serves as a point of connection for students looking to serve in a context outside college ministry. Students who choose to serve in some capacity within the community are not managed, per se, by UMin. However, there is follow up done with students to make sure that the connection is made and that the experience is a valuable one. We view this "community" element as being a significant way in which we are able to connect students with serving elsewhere in the life of the larger church. Ministry areas recognized in the community classification include, but are not limited to, serving within UPC's Children and Family Ministries, Jr. high or Sr. high programs, or other areas within the larger body of UPC. Also included in the community classification would be similar programs in other churches, or ministries such as Seattle Area Young Life.

Bridges between students and the city of Seattle (city)

This final classification of ministry area is designed to provide students with opportunities to serve within a more “urban” context. These opportunities would include working in shelters, juvenile detention, hospices and other ministries within the city. These individual programs are not run by UMin, rather they are partnerships which have been established where we have been assured students are being trained and cared for within their areas of ministry. Throughout the year UMin will offer opportunities to connect students with varying ministries through week-long and weekend-long opportunities.

City Dive and The Seattle Urban Experience (SURBEX)

City Dive is a 30-hour immersion experience, offered twice a year, in which students' experience serving in several different ministry areas within the urban center of Seattle. During City Dive students partner with several different ministries providing a diversity of experience including working with the urban poor, juvenile detention, homeless adults/teens/children, the mentally ill, etc. The Seattle Mission provides a very similar experience, but is offered once during Christmas break and is a full week.

SENDING THE STUDENT TO THE WORLD

Deputation

Our mission emphasis falls mostly upon the World Deputation program, sending students worldwide to engage in cross-cultural ministry for eight weeks in the summer. Students are utilized for relational evangelism, working with children, teaching English, hospital visits, Vacation Bible School, manual labor and a variety of other ministries. Students apply to the program without foreknowledge of the locations, though they are aware of sites we have utilized in the past. After several meetings with all the applicants, reviewing their applications and an informal interview, a committee of 10 people (staff and members of UPC) prayerfully places the teams together and chooses the sites in which they will serve. This is accomplished by the first week of March. A ten-week training program ensues spring quarter, with a follow-up retreat and meetings upon their return. Sites are selected by building relationships with UPC's missionaries as well as by utilizing short-term mission agencies (LIFE, Pioneers, Frontiers, International Teams, Target Earth). Each student is required to raise a minimum of \$1500 from family and friends and the remainder of the cost is covered by their participation in Work Days (see above), where they recruit eight friends to work for them, and by Deputation Sunday (see above).

Short Term Mission Trips

Every Christmas and spring break, UMin offers 7-10 day mission opportunities for students. While most trips are within the US or just across the border in Mexico, we have also ventured to Israel, Ireland and Central America. These provide a great introduction to mission and ministry for students who are not ready to commit to an entire summer. They also provide a great place for community building. Interns lead the trips, giving them ample time to build relationships with students and practical ministry experience.

During the summer, we offer additional options for students to expand their worldview. One such opportunity is our Alaska Mission. Students can go for two or five weeks to be camp counselors at a Presbyterian youth camp. Students are encouraged as they enjoy learning from one another and growing in their ability to share the gospel.

Holy Lands

Every other year, we offer a two-week journey to the Holy Lands during the month of June. Utilizing the Jerusalem Center for Biblical Studies, students embark on a 10-day biblical studies tour, hitting

the sites of Jesus' life. In addition, we do a 7-day service project among Palestinians, partnering with Palestinian Christians.

Urbana

When InterVarsity hosts its mission conference every three years, we promote it to students, sending interns as leaders. Our hope is that they will gain a broader picture of how they can be involved in God's work around the world.

Yearlong Opportunities

Because of UMin's and UPC's extensive mission resources, students being called to serve for a longer period of time are sponsored and supported by UMin and the Post-College Mission Committee in prayer and encouragement. The mission coordinator is available to assist students who are interested in researching places to serve. For financial sponsorship, they are connected to UPC's Urban and Global Missions department.

World Deputation Sites

Haiti	Bahamas	China	Japan
Bolivia	Mexico	India	Korea
Costa Rica	Alaska	Ecuador	Pakistan
Ireland	Venezuela	Peru	Belize
Kenya	Romania	Cameroon	Turkey
Kyrghyzstan	South Africa	Thailand	Mississippi
Siberia	Russia	Philippines	New York

WHAT MAKES UPC SO UNIQUE AS A CONGREGATION IN ITS VISION FOR STUDENTS?

Following are three articles that serve as a declaration for what we think makes UPC so effective in its ministry to students. UPC has not adopted this as an official document; it is just the opinion of a former student, intern, and now director.

Article #1

"Since we are surrounded by such a great cloud of witnesses let us throw off everything that hinders and the sin that so easily entangles and let us run with perseverance the race marked out for us. Fixing our eyes on Jesus the author and perfecter of our faith. (Heb. 12:1-2)

We magnify God by focusing on Jesus, making his timeless truths central and directing students to him.

We reject micro-scoping generational differences, cultural issues and theological minors.

Article #2

"In the Last Days it will be, God declares, that I will pour out my Spirit upon all flesh, and your sons and your daughters will prophesy, and your young men will see visions, and your old men shall dream dreams. Even upon my slaves, both men and women, in those days I will out my Spirit; and they shall prophesy. (Acts 2:17-18)

We see our youth as vital members of the church and are convinced that God is at work in and through their lives to influence his people today and tomorrow. We allow them to dream dreams and join them in the adventure of renewing God's people.

We reject the notion that they are merely the future of the church. We do not squelch their dreams nor get stuck in our old ways.

Article #3

"Jesus came and said to them, all authority in heaven and earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the father and son and Holy Spirit, and TEACHING THEM TO OBEY everything I have commanded you. And remember, I will be with you always, to the end of the age."

We commit our lives to investing in the next generation, helping them negotiate their thoughts, name their gifts, guide their zeal and defeat their enemies. We help them turn imagination into reality. We reject the old adage that God helps those that help themselves.

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Mark Your Calendars...Ascent is coming!

If you are currently working in or interested in church-based campus ministry, we invite you to the Ascent conference, May 21-24, 2004 at University Presbyterian Church in Seattle. The Ascent Conference is a place where church-based ministries can network together to share stories about life in campus ministry. If you are interested or would like more information call Ryan Church or visit www.upc.org. Come visit us in Seattle!