

## **Chapter 6: Grants Management and Campus Ministry Effectiveness**

**Background:** An Ad Hoc Committee was appointed at the September 22, 2015 BHECM meeting to study and present grant criteria recommendations to the BHECM that could be used to support campus ministry salaries and contribute to overall campus ministry effectiveness. The committee evaluated a wide variety of approaches and criteria relating to grants and campus ministry effectiveness to develop the recommendations. These recommendations were presented and approved at the BHECM at the February 22, 2016 meeting. This chapter includes the following:

- Campus Ministries Covered
- Grants Administration
- Grant Conditions
- Salary Administration
- Campus Ministry Reports
- BHECM Campus Ministry Reports Evaluation

### **Campus Ministries Covered:**

The policies apply to the following campus ministries:

- Wesley Foundations at the College of William and Mary, Longwood University and Hampden-Sydney College. Old Dominion University, University of Virginia, Virginia Polytechnic Institute and State University and Virginia Commonwealth University and Virginia State University.
- Hybrid Campus Ministry at James Madison University (RISE).
- Ecumenical Campus Ministries: Campus Christian Community at the University of Mary Washington, United College Ministries at George Mason University (ARISE), Norfolk State University Wesley-Westminster Foundation, and the United Campus Ministries at Christopher Newport University.
- The Community College Ministries of Southwestern Virginia includes the Alliance for Excellence, which is a partnership of African American Churches with community colleges, and Peacework organizes global service opportunities for college students. Because of their organizational and reporting structure, only their annual report of activities and a financial report will be required.

### **Grants Administration**

#### Reasons for Changing to Grants:

- To provide consistency and equity among all campus ministries.
- Local boards supervise campus ministers, but do not have a means to adjust their salaries based on performance and longevity. Currently Wesley Foundation campus ministry salaries are based on changes to VA Conference staff salary changes.
- To establish a system of accountability that can be linked to campus ministry effectiveness.

#### Baseline for Grants:

- All grants are calculated using the average Wesley Foundation campus minister salary/benefits that have been administered by the VA Conference as a baseline. Hybrid and ecumenical campus ministries have funding sources other than the BHECM, and are

adjusted accordingly. While the grants relate to salaries, the local boards, in coordination with the district superintendents and BHECM have the authority to set campus minister salaries.

- Hybrid Campus Ministry grants equate to 85% of the baseline, ecumenical campus ministries at Historically Black Universities equate to 75% of the baseline, full time ecumenical campus ministries equate to 50% of the baseline and part-time ecumenical campus ministries equate to 25% of the baseline.

#### Grant Conditions:

The annual allocation of salary based grants to all campus ministries (WF, Hybrid, and Ecumenical) *will be conditional*, based on the following:

- Receipt of required annual reports, and
- Meeting or exceeding standard expectations as evaluated by the BHECM/VA Conference Staff and the District Superintendent.

Campus ministries that are not meeting expectations or submitting the required reports can expect their annual grant to change. The amount will be determined in joint meeting with the BHECM president, the local board chair and the supervising district superintendent.

#### Salary Administration

Wesley Foundations: Campus minister salaries will be reflected as a grant, without allocation of these funds to the local board. The VA Conference will continue to administer the salaries and benefits. For salary adjustments, the following procedures will apply:

- If a local board determines that the campus minister's salary should be increased, a recommendation will be submitted through the District Superintendent to the BHECM. If approved, the local board will provide the necessary funding to the VA Conference.
- If a local board hires a new campus minister at a lower salary, the BHECM will allocate the difference between the salary and the grant to the local board to support non-salary based operations.

Hybrid Campus Ministries: Grants to the hybrid campus ministries can be allocated to the supervising district superintendent's office or the local board for administration of salary and benefits. The BHECM grant is not intended to set the campus minister's salary and benefits. The local board will consider the grant and other funds available for new church starts as a resource. The annual salary and benefits should be set in consultation with the district superintendent.

Ecumenical Campus Ministries: Grants to the ecumenical campus ministries can be allocated to the supervising district superintendent's office or the local board for administration of salary and benefits. The BHECM grant is not intended to set the campus minister's salary and benefits. The local board will consider the grant and other funds available from other participating churches as a resource. The annual salary and benefits should be set in consultation with the district superintendent.