

Cooperative Agreement with Coalition for Christian Outreach  
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Evangelical Presbyterian Church

Coalition for Christian Outreach (CCO) is committed to setting direction for ministry by mutual agreement between staff and the church partner. It is clear that each ministry situation presents a unique blend of needs, opportunities and gifts. However, each situation must reflect in its ministry the goals of CCO and the church partners. The following standards are an attempt to elaborate upon the goals of CCO in order to provide staff and churches with a framework for planning and evaluating ministries. These standards are meant to be used as a guide for ministry while serving with CCO.

**General Guidelines**

1. The CCO staff shall have dual accountability with both the Evangelical Presbyterian Church and CCO.
2. The appointment of the CCO staff shall be subject to the approval of both the local EPC congregation and CCO. Upon approval the church will notify EPC College Committee.
3. In the event that the one agency requests confidential materials gathered by the other, such materials shall be shared with the understanding that the materials shall be kept confidential by that agency.
4. The CCO staff shall participate in the full candidate and training program provided by the CCO.
5. An appropriate time shall be allowed the candidate for itineration or deputation within the Evangelical Presbyterian Church churches in order that adequate prayer and financial support can be realized.
6. In most cases the structure for funding a CCO staff person will be through the partner church and personal support raising.
7. Whenever a change is being considered in the major thrust of the CCO staff's job description, the Area Director shall consult with the church partner prior to any decision. The concerns of all agencies will be given due consideration in reaching a mutually acceptable decision.
8. CCO staff workers serving an EPC church will be accountable to the theological and moral beliefs of the EPC local church.
9. Final discipline as relates to theology and morals rests with the CCO in consultation with the local church.
10. All CCO staff will receive semester reviews by their Area Director in consultation with their church partner
11. Administration of compensation, hospitalization, retirement, and insurance plans for non-ordained staff shall be provided through the CCO and will be paid for by local church. All EPC ordained staff will participate in the EPC Medical and Retirement plans.

**Ministry Guidelines**

1. The purpose of our discipleship is the development of students who are mature in Christ and unified with other Christians in community. Our discipleship is to be guided by the Reformational understanding of Christ as Lord of every area of life. Our staff should model for their students lives of integrity, repentance from sin, commitment to the pursuit

- of reconciliation and mutual support in community and honest attempts to embody whole life discipleship, including a nurturing of their own spirituality through disciplines of prayer, Bible study and worship.
2. Over the course of a typical four years in our ministry, a Christian student should expect to receive nurture in biblical literacy, understanding the Scriptures in their cultural context, basic Christian theology, world view ministry and calling, Christian community and the Church.
  3. Some students will be involved with training programs provided by CCO to foster a deeper spiritual life and grow in their Christian world view.
  4. Some students on each campus should be owning and doing the ministry. Student leaders should be encouraged to work together as a team to work on planning the ministry, leading Bible studies, leading large-group meetings, sharing the Gospel, discipling others and being involved in local churches. Leadership, however should not be limited to what takes place within our ministry programs. Students must be challenged to exercise leadership and influence in other areas of the campus. These might include residence life, student government, clubs, judicial council, multi-cultural affairs, athletics, Greek life, gospel choir, media, the classroom and the community. Staff should seek to train their students so that there would be no activity led by staff, which a student couldn't also lead.
  5. Staff and students are strongly encouraged to be involved in the life of the congregation in other ways as time permits. They may choose to engage in service projects, mission trips, committees, Sunday school evangelism, financial giving, holding office, etc.
  6. Staff should be helping graduating students make vocational and career decisions based on Christ's calling. Within that context, staff are expected to recruit, from their campuses, students who are gifted for ministry to work with CCO. They should seek to nurture and equip their students so that they would be qualified to work not only in full time Christian service but other careers as God leads.
  7. Each staff person is expected to be intentional about developing personal relationships with a significant number of non-Christian students and faculty. Staff should strive to cross as many of the barriers that divide campus.
  8. When sharing the gospel, we are to tell the message in a way that is true to the Scripture, and therefore broad in scope. Any format that is true to the biblical message in its entirety may be used.
  9. Staff is expected to explore the use of a variety of evangelistic forms, including one-on-one, small group Bible studies, retreats, conferences and public forums such as speakers, mercy ministries, newspaper articles, etc. We realize that not all forms are always appropriate for each campus, but a variety should be considered and tried when planning ministry over the course of three or more years.

### **Church Partnership Guidelines**

1. Staff and students are strongly encouraged to be involved in the life of the congregation in other ways, as time permits. Staff should seek to share their ministry with the congregation and to develop ownership of the ministry on the part of the Church.
2. CCO seeks to serve Church partners in real and concrete ways. Staff must not view these positions as only "platforms for ministry," but as avenues of service and ministry in and of themselves. Staff should seek to discover and implement a Christian perspective of their particular position during the time that they serve the church.
3. Staff should seek to win the trust of key people in the church by demonstrating

appropriate loyalty and involvement with the church. Staff should do this by demonstrating personal integrity, excellence in the discharging of their duties, punctuality and appropriate dress and knowing and caring for pastors, administrators, secretaries, and support staff. The service a staff member provides is for the Church partner and is to help in the fulfillment of the Church partner's goals for ministry.

4. Staff is expected to make a reasonable effort to work cooperatively with other Christian ministry efforts on campus, including those that represent other ethnic, cultural or racial groups and to foster reconciliation and Christian unity. Staff should seek opportunities to fellowship with leaders of other groups, to plan common activities and events and to share information and resources.
5. Staff is expected to raise sufficient funds for the Personal Ministry Account (PMA) to provide for full paid salary and ministry expenses. PMA fund raising is to be seen as an integral part of each staff person's job description and ministry.
6. Church partners need to understand the goals of CCO and endorse fully the doctrinal statement and philosophy of ministry. CCO and the Church partner will provide a job description for each staff member. This will provide clarity to the expectations and desires of both organizations.
7. CCO Staff are expected to meet regularly with the Church partner staff that oversees the relationship with CCO.
8. Church partners are encouraged to use CCO training programs for current college students (i.e. Summer Projects, Retreats, Staff Training, etc).

*Revised: 3/07*

*Adopted by the 27<sup>th</sup> General Assembly (June 2007)*