

CONNECTION

chi alpha

VOLUME 4 ISSUE 2 FALL 2011



1 WHY DO A CMIT?

Just like any specialized field, practical, supervised training greatly benefits CMIT interns.

4 THE HUB MODEL

A cooperative model effectively broadens the scope of ministry training.

6 CMIT DIRECTOR BOOT CAMP

It's one thing to model ministry and an entirely different thing to train someone in ministry.

WHY DO A CMIT?

The words “Campus Missionary in Training” lack the zing needed to grab the imagination of most readers, but consider this question: **Have you ever had surgery? Those who face that unpleasant but sometimes needed experience are calmed with the knowledge that practical preparation is required of any doctor before he can perform surgery.**

Also consider the teacher, counselor, pilot or electrician. Their fields have long recognized the need for supervised in-field training. This training (particularly in the medical field) is known as an internship and is considered an essential aspect of credible preparation.

But what about the area of pastoral calling where many are much slower to view in-field training as an essential aspect of proper preparation? This attitude prevails in spite of the fact that the minister (be it campus or church) is a combination of teacher, counselor, pilot and doctor. The campus pastor will be a teacher of eternal truths and will be called on to give counsel to countless students. He or she will guide (pilot) the student fellowship through many storms. The campus minister is a surgeon of the soul who must learn to use the scalpel of the Spirit.

A CMIT internship is a bridge from a college education (or a secular career or vocational ministry) to university

CONTINUED ON PAGE 3 >



QUALITY IS JOB ONE

Check out Chi Alpha's new online training, Menternship.**

Last year, Chi Alpha piloted an online learning community called Menternship to equip college graduates in servant leadership. The Menternship is a virtual-classroom, cohort-based, media-loaded and feedback-rich training designed for recent graduates—those wanting to give a year to campus ministry or ministry abroad, or those already in the marketplace. It is offered again this year.

**Menternship is not to be confused with the term *mentorship* or Chi Alpha's internship program or interns. The term *menternship* is a new word introduced by Chi Alpha and derived from the words mentor/mentee and internship and used to describe the training (a menternship) and the person engaged in the training (a mentern).

For more information, visit Menternship.com



CHI ALPHA CONNECTION
Volume 04 / Issue 2 / FALL 2011

EDITOR

Dennis Gaylor

EXECUTIVE LEADERSHIP TEAM

Dennis Gaylor, *national director*
Curtis Cole, *administrative director*

Harv Herman, *staff training and resource director*
Bob Marks, *missionary personnel director*
E. Scott Martin, *XA student mission director*
Crystal Martin, *XA internationals director*

SUPPORT STAFF

Karissa Jefferson, *administrative coordinator*
Lindy Tilus, *missionary personnel/records coordinator*
Delyn Cole, *project coordinator/research*
Vickie Peck, *accounting specialist*
Laurie Jones, *communications/marketing coordinator*
David Bates, *graphic designer*

Chi Alpha Connection is a quarterly publication of Chi Alpha Campus Ministries, U.S.A. Assemblies of God U.S. Missions
1445 N. Boonville Ave., Springfield, Mo. 65802.
417.862.2781 x1425 • FAX 417.865.9947
WEB chialpha.com

CORRECTION: The summer 2011 Chi Alpha Connection erroneously stated that E. Scott Martin loves reaching the convenient lost with the gospel. It should have stated that he loves reaching the inconvenient lost with the gospel. We apologize for the error.

©2011 by Gospel Publishing House, 1445 N. Boonville Ave., Springfield MO 65802. Printed in U.S.A. All rights reserved.

A famous Zenith Corporation advertising campaign claimed, "The quality goes in before the name goes on." More recently, Ford Motors promoted their new line of cars with "Quality is Job One."

Did you know they are merely paraphrasing the apostle Paul? He said, "So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up" (Ephesians 4:11-12, TNIV).

I am convinced Paul is defining a leader's primary job description in the body of Christ. Their essential leadership duty is to equip people and as they pour into others, they equip them to do works of service, build unity, become mature, speak the truth in love, and grow into the fullness of Christ. Paul emphasizes that as leaders equip the saints, the body of Christ will "build itself up in love, as each part does its work" (Ephesians 4:16, TNIV).

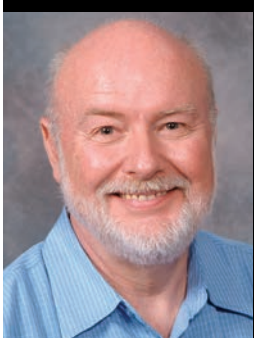
In other words, quality is job one, their core responsibility and special trust for leaders in the body of Christ. First and foremost, leaders exist to equip people for service.

What do campus missionaries do all day? They disciple, equip, train, mentor, coach and release students into service. For decades, Chi Alpha campus missionaries have equipped students for evangelism, mission, ministry and discipleship. It is a core competency for every campus missionary. It is what we do and why we exist.

The national Chi Alpha program offers three components to equip and prepare campus missionaries*: 1) a 10-month Campus Missionary-In-Training residential internship with an experienced campus missionary; 2) the annual, intensive, weeklong Reach the University Institute (RUI) staff training conference; and 3) ministerial credentialing through the Assemblies of God. Training is Job One in Chi Alpha. We believe the best leaders are the best learners.

*The priorities and responsibilities of a Chi Alpha missionary are outlined on page 5.

Scripture taken from the HOLY BIBLE, TODAY'S NEW INTERNATIONAL VERSION®. Copyright © 2001, 2005 by Biblica®. Used by permission of Biblica®. All rights reserved worldwide.



Dr. Harv Herman is the National Staff Training Director for Chi Alpha Campus Ministries, U.S.A. He is the author of *Discipleship by Design* and holds a Master of Arts from Assemblies of God Theological Seminary and a Doctor of Strategic Leadership from Regent University. Harv lives in Palmyra, Virginia, with his wife, Sally.



WHY DO A CMIT?

CONTINUED FROM PAGE 1 >

ministry on an American campus. It is an authentic place for growth that prepares individuals, couples or families and is specifically designed to develop an individual's character, devotional life, intellect, and university ministry skills.

An intern is a campus missionary under a trainer. In that position, she takes on the work, challenges and intensity that each campus missionary faces. In doing so, she experiences a molding of the heart, mind and spirit, preparing her for a strategic career in university ministry.

You may be thinking, "I've been to [college, Bible school or seminary], so why should I do a CMIT?" Good question! Pastoral ministry training, like that of a surgeon, pilot or electrician, entails much more than fostering simple theological truths and ministry philosophy in a formal classroom setting.

The mind must be prepared, but there must also be an extended time of hands-on experience to test one's character and discover one's gifts.

A veteran CMIT director stated, "Over nine years of training interns from Bible schools, seminaries, and secular colleges confirmed to me that the interns needed and greatly benefited from the practical supervised training they received. That is the first reason to do a CMIT."

One CMIT intern summed it up this way: "When I entered the CMIT program, I was confident in myself; when I left, my confidence was in God. When I came, I felt I had a handle on most things; when I left, I felt I had begun to truly grasp essential things. Then I wondered, 'Do I really need this?' Now I wonder what I'd have done without it."

TWO CMIT MODELS

The Classic Model: A one campus, one staff team model. All interns learn and grow on one campus and relate to each other daily. This has served Chi Alpha since the 1970s.
The Hub Model: A multi-campus, multi-staff team model. One campus hosts the CMIT director and serves as the central and administrative hub while additional campuses serve as satellite sites. Interns are placed on different campuses and come together regularly for classes and district events. Urban Chi Alpha ministries pioneered this model over 10 years ago.

ONE - YEAR CMIT PROGRAMS

Auburn University
Josh Hallmark

Boston Area Campuses
Gene Breitenbach

Central Washington University
Michael Mowry

Idaho State University
Daniel Miller

Florida State University
Mario Solari

Louisiana Diversity Project*
Eric Treuil

Murray State University
Mark Randall

N Cal and Nevada District
Jack Hammond

Ohio State University
Jim Nivens

Sam Houston State University
Eli Gautreaux

Southern Illinois University
Dale Crall

University of Arkansas
Ronnie Hoover

University of Virginia
Harvey Herman

University of Washington
Greg DiLoreto

Washington, DC Area Campuses
Mike Godzwa

Western Washington University
Brady Bobbink

New CMIT Programs 2011-2012

Eastern Michigan University
Sarah Krage

North Dakota State University
Brad Lewis

Purdue University
Linda Seiler

University of Central Arkansas
Matt Carpenter

University of North Texas
Nathan Wesson

*Hub model

THE MULTI - CAMPUS CMIT PROGRAM

by Jack Hammond

campus missionary
University of California at Davis

To provide a high-quality internship experience on multiple campuses in 10 months without a full-time CMIT director, simply combine resources and streamline the process. This program model is comprised of five key elements.

1. LIFE COACH

Life Coaching emphasizes consistent and meaningful life coaching by veteran campus pastors. The ratio between a CMIT and full-time staff person should be 1-to-1. The concept is that the full-time staff person would coach their CMIT through the entire CMIT process, from support raising to post-placement.

2. LEARNING PARTIES

Learning Parties provide intense training, fellowship, and community. Every month a CMIT must complete a series of projects, reports, and assignments. At the end of the month, the CMITs from all 12 locations meet at a convenient location for a full day of training provided by the best people we can find, whether they are Chi Alpha or not.

3. DIVISION OF LABOR

Each CMIT director has a key responsibility.

4. LOCAL MINISTRY BLESSING

There is just no better way to learn than to be right in the field. It is important that CMITs not only minister on campus but humbly serve their local director as well.

5. EVALUATIONS

Every three months the CMITs undergo an intense evaluation time with the program directors and their life coach. The evaluation addresses the quality of their academic work, their calling and character, and their performance review. The evaluations usually occur with the Learning Parties and end with the laying on of hands and prayer.

NOT ALL ROSES

There are some challenging aspects of this model. For instance, the program takes a high level of coordination, a high level of diplomacy, and the ability to adjust for school schedules across multiple campuses (semester vs. quarter system). With all the moving parts, there are bound to be snags along the way.

Clearly, this model of the CMIT program is not the best for everyone; however, it does create vision for an alternative way to provide high-quality training to the maximum number of CMITs as possible without distracting us from our on-campus calling.

A photograph of two men in a meeting. The man on the left is wearing a blue t-shirt and glasses, looking down at a document. The man on the right is wearing a blue and white checkered shirt and glasses, pointing at the document with his right hand. They are both wearing lanyards with ID badges. The background is slightly blurred, showing other people and what appears to be a conference or meeting setting.

THE HUB MODEL

MATT DEGIER

In January 2005, the Louisiana Chi Alpha directors and staff were gathered together for a semi-annual district-wide planning and vision casting meeting. Groups were growing all over the state, new groups were starting in New Orleans, and everyone was feeling the burden of Jesus: “Ask the Lord of the harvest to send laborers.”

While the classic model for a local Campus Missionary in Training (CMIT) program is a one-campus, one-staff team model, Eric Treuil (Chi Alpha director, University of Louisiana at Lafayette) envisioned using the hub model (multi-campus, multi-staff team) at strategic campuses around the state to expand the training program in the state and develop, equip and empower more CMITs.

Metro D.C., Boston Chi Alpha and the Northern California-Nevada district were using multi-campus CMIT programs and there was great value in what they were doing. We took the best features of these models and built that into the existing program at UL-L to create a new training program.

Educational components, such as theology roundtables, exegesis class, public speaking and critical pastoral concerns would be hosted at UL-L with classes facilitated by Chi Alpha missionaries from every Louisiana campus. To increase the capacity and diversity of the program, any healthy Louisiana Chi Alpha chapter where the director had been in place for at least three years could potentially host the practical ministry training experience of a CMIT.

The CMITs that come through this program experience face-to-face interaction in a learning environment with campus missionaries. The group of facilitators is ethnically diverse, reflects profoundly different on-campus experiences, and offers a range of experience

levels. With a wide distribution of educational responsibilities, each instructor focuses on just a few topics, growing in passion and expertise with each session. This allows for a broader educational component with lots of room for growth and adaptation as questions and culture change.

The campus cultures and styles of ministry vary widely. Some groups are large and strong, others are new or in transition, and the New Orleans experience includes multiple campuses with a pioneering emphasis. CMITs in a hub model have the opportunity to train in a campus setting tailored to their needs and/or ministry calling. In the spring semester, they also have an opportunity to participate in a campus visit where they receive another perspective on university missions by experiencing life on a different campus with different leadership.

We accepted the first class of the new CMIT model in the fall of 2006. Where the old model had been limited to hosting four or five CMITs annually, we now had nine: four in Lafayette, three in New Orleans, one at Louisiana State University and one at Louisiana Technical University. In the 18 years prior, UL-L's CMIT program graduated 60 interns. We graduated eight CMITs that first year, and in five years that total reached 35, more than doubling the previous pace.

OF COURSE, THE NEED FOR NEW MISSIONARIES AROUND THE COUNTRY AND AROUND THE WORLD HAS NOT YET BEEN MET; WE HAVE A LOT OF WORK LEFT TO DO.

Out of the 35 CMTs who completed the program, 26 are currently in active campus ministry. This group includes missionaries who have served Chi Alpha in six states; pioneered two new groups; are laying groundwork for two new groups this year; serve Students for Christ in Greece; are support raising to serve with Students for Christ in Belgium; and are pioneering a group at Trinity College in Dublin, Ireland.

With each year, we are reworking and improving many of the assignments they will engage, and constantly improving our communication among the staff, as well as the feedback systems for the interns. It is invigorating to be a part of this missionary development program—the foundation in the district was strong, and the moment was right to launch into a new realm of effective training for the future of campus ministry in Louisiana and beyond.

Of course, the need for new missionaries around the country and around the world has not yet been met; we have a lot of work left to do. We believe that this model, with appropriate modifications, can be replicated around the country in different metro, state or regional locations. Existing programs can, like UL-L, open up their program for cross-pollination and increased capacity with other campuses, and new programs can be launched based upon similar models.

As a district, we identified strong unity (in deed, not just words), regular contact and open communication as necessary foundational stones for a successful collaborative program like the hub model in Louisiana. Having an anchor missionary with a deep and long legacy like Eric Treuil is pretty helpful, too, but I know that God is even now raising up the next generation of leadership. Chi Alpha should be about the business of training, equipping and empowering new campus missionaries as we continue to pray to the Lord of the harvest.



Matt DeGier is privileged to be the husband of Jen (10 years), to serve through Chi Alpha in New Orleans (8 years), and to be foster daddy to twin baby girls (7 months). He's usually found reading, drinking coffee, running or playing with the babies when off campus.

PRIORITIES AND RESPONSIBILITIES OF A CHI ALPHA MISSIONARY

THE FIVE-FOLD MINISTRY

WORSHIP	<ul style="list-style-type: none"> Promote Pentecostal worship Teach a theology of worship Develop worship team(s) Promote spiritual gifts
PRAYER	<ul style="list-style-type: none"> Teach students to pray Provide for corporate prayer Pray one for another
FELLOWSHIP	<ul style="list-style-type: none"> Build community Teach relational living Encourage proximity living Promote social and recreational activities
DISCIPLESHIP	<ul style="list-style-type: none"> Teach biblical discipleship Build small groups Mentor one-to-one Manage small group program
MISSION	<ul style="list-style-type: none"> Teach evangelistic mandate Train for evangelism Follow-up on contacts Sponsor campus-wide events

LEADERSHIP DEVELOPMENT

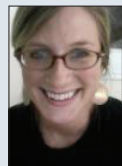
STRATEGIC MANAGEMENT	<ul style="list-style-type: none"> Determine vision, values, and prioritize objectives Evaluate progress on objectives Determine agenda for leadership meetings Manage the calendar
COACHING	<ul style="list-style-type: none"> Facilitate the development of associate staff and student leaders Foster their personal and leadership growth Help establish life goals and dreams
CONTINUING EDUCATION	<ul style="list-style-type: none"> Expose leaders to fresh knowledge Upgrade their leadership capacity
PASTORAL CARE	<ul style="list-style-type: none"> Build personal rapport and friendship Encourage the heart Carefully assess personal needs
SELECTION	<ul style="list-style-type: none"> Create a leadership selection process that reflects respect and integrity
CONFERENCES	<ul style="list-style-type: none"> Promote and create conferences, retreats, and seminars that encourage spiritual / leadership development

COMMUNICATION

PROCLAMATION	<ul style="list-style-type: none"> Communicate biblical truth effectively in public venues
ORGANIZATIONAL	<ul style="list-style-type: none"> Clearly articulate vision, expectations, logistics, and affirmations among students, leaders, and associate staff

MY EXPERIENCE

1. The internship has helped me see the brains behind how a campus ministry works as I work with the staff. I'm seeing ministry to a large group of five hundred students and how University Christian Ministries breaks the large group down into small groups in the dorms and off campus. As a co-leader of one of those groups, I meet with a number of gals one-on-one each week for intentional mentoring and outreach. It's been a learning experience being a part of all this. College ministry is what I want to do long-term; this is essential training for my future.



ABBEY LAMMERS
intern at Western Washington University

2. My experience as an intern was crucial to understanding that becoming a leader meant being a servant. As I learned the inner workings of ministry function at Sam Houston State University, I simultaneously discovered that the people in charge are doing most of the work, and they need a lot of help. From menial tasks to huge responsibilities—all were equally important in order to pull

off Thursday night meetings, small groups, events, leadership development, and more.

I loved so many aspects of the internship, including the coursework that grew my knowledge and understanding about the Bible; however, it was that, in conjunction with the practical exercise of serving, that helped prepare me for planting a ministry. A friend of mine who is a businessman always says, "The world is run by those who show up." I think that is a great summation of one of the core values I gained from the internship—God is looking for faithful, available, teachable, responsible individuals who will consistently "show up" to serve Him and work together to propel His Kingdom forward.



JOHNNY HAUCK
campus missionary, University of Texas at San Antonio

3. At an event during my internship, I was walking to get something to drink when a student named Brandon intercepted me. He abruptly stated, "I am having issues with God and I would like to talk." We met in my dorm room for privacy but

before I could say anything, he said, "I have to be honest, I do not like God." He followed with a long, tragic, and sad story of his life. When he finished, I broke the silence with one question. "May I please tell you my testimony?" He was eager to listen and nodded, "Yes."

By the time I was done, he looked at me wide-eyed and responded with a high-pitched excitement in his voice, "Wow that sounds exactly like me!" Then he grabbed my right hand and desperately asked, "Can God do to my life what He did to yours?" I reassuringly laughed and with a big smile said, "Absolutely! In fact, He did so that you can have the same freedom I do."

Brandon passionately accepted Christ right there in a dorm room after hearing only a testimony of what God can do in a person's life. We continued to meet once a week for counseling and discipleship.



After a time, I asked Brandon, "So, what do you think of God now?" Brandon simply said, "I love Him."

CHRIS LUSSIER
Campus missionary at California State University at Sacramento

CMIT DIRECTOR BOOT CAMP

DICK AND JOY SCHROEDER

IT IS ONE THING TO MODEL MINISTRY AND AN ENTIRELY DIFFERENT THING TO TRAIN ANOTHER PERSON IN MINISTRY.

It is one thing to model ministry and an entirely different thing to train another person in ministry. The four-day CMIT Boot Camp immerses new intern directors in the CMIT experience of life-sharing community, group discussions, preaching lab, theology round table, coaching, and giving and receiving feedback. This allows them to pull back and think from an intern's point of view so they can teach interns those skills step by step.

Hosting the training in our home models the family atmosphere we want to create with our interns. It affords them the freedom to enjoy meals together and get to know one another in a relaxed environment that could not be duplicated if it were hosted at a church or conference center. We also make it cost-effective by arranging for accommodations with host families.

Directors arrive in Bozeman, Montana, with several hours of pre-work in hand and share their strategies to meet each CMIT objective, resulting in synergetic group learning. This style of training provides a venue

for directors to swap ideas and learn what other campuses are doing. We challenge them to think through ministry concepts from a training perspective, especially when the concepts have become intuitive.

Each director facilitates a morning discussion and preaches a 10-minute sermon from Bible passages that have impacted him or her personally. More than an exercise, the boot camp takes on a retreat atmosphere as we hear each other's passion. After a time of response to God, participants offer supportive feedback that gives an opportunity to hone professional skills in a positive atmosphere as well as practice coaching techniques. Not only does the feedback give them greater compassion for interns, it also sharpens professional skills.

During the last evening together, we lay hands on each other and pray, expecting the Holy Spirit to impart increased power as we commission one another for the next season of strategic ministry. God faithfully gives prophetic messages of destiny and calling.

Not only do we strive to prepare directors for the internship, we pour into them as leaders, building them up in our faith, and affirming the call and work of the Holy Spirit in their lives.

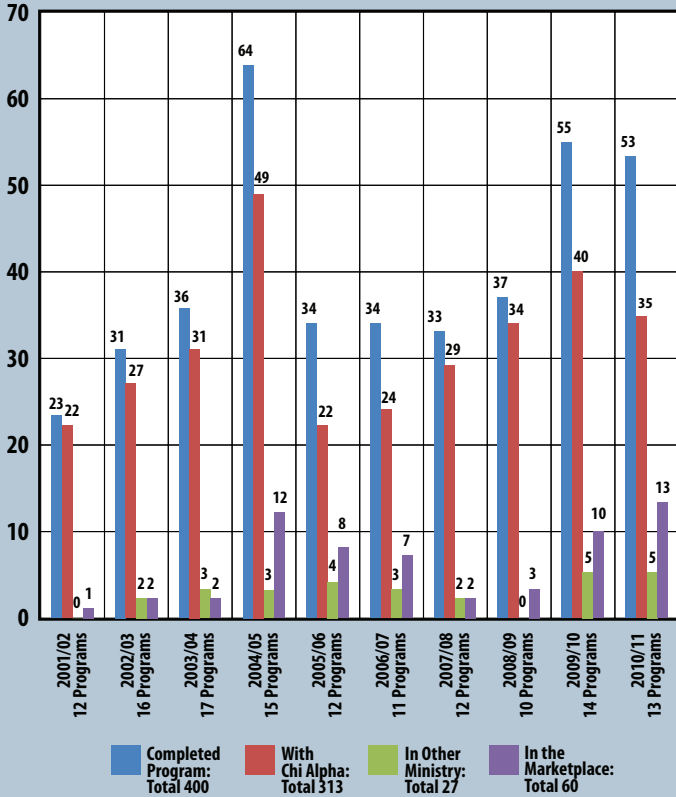


Dick and Joy Schroeder serve Chi Alpha as national field staff for leadership development. They directed Chi Alpha at Montana State University (1975-2006), training interns for more than half those years. Dick travels to campuses and internationally with seminars on Father Heart of God, Holy Spirit empowerment and leadership character. Together

they facilitate the CMIT Directors Boot Camp and Summer Job Project, a 3-month leadership development experience for students.

CMIT PARTICIPANTS

313 current Chi Alpha leaders were trained in a CMIT program in the last 10 years. An additional 27 are in other ministry.



PRIORITIES AND RESPONSIBILITIES OF A CHI ALPHA MISSIONARY (CONT.)

ANSWERABILITY & ACCOUNTABILITY

NATIONAL	<ul style="list-style-type: none"> Comply with Statements of Vision, Mission, Faith, Relationship, and Leader / Group Financial Responsibility Charter the group and affiliate as a leader Complete the national census Adhere to U.S. Missions guidelines Attend national conferences Collaborate with national program directors
AREA	<ul style="list-style-type: none"> Collaborate with area Chi Alpha director Participate in area events and programs
DISTRICT	<ul style="list-style-type: none"> Collaborate with district Chi Alpha director Participate in district Chi Alpha events and programs Adhere to AG district council guidelines
LOCAL	<ul style="list-style-type: none"> Teach biblical discipleship Build small groups Mentor one-to-one Manage small group program

FUND RAISING

MISSIONARY	<ul style="list-style-type: none"> Raise and maintain a full missionary budget Regularly (quarterly minimum) communicate with support team
CHAPTER	<ul style="list-style-type: none"> Raise support for local chapter operations
BUDGET	<ul style="list-style-type: none"> Expose leaders to fresh knowledge Upgrade their leadership capacity

CROSS-CULTURAL LEADERSHIP

MISSION TRIPS	<ul style="list-style-type: none"> Teach students regarding the Christian mission mandate Send students on cross-cultural mission experiences
INTERNATIONAL STUDIES	<ul style="list-style-type: none"> Clearly articulate vision, expectations, logistics, and affirmations among students, leaders, and associate staff

SELF-LEADERSHIP

HEART	<ul style="list-style-type: none"> Foster warm, authentic relationships for emotional and spiritual mutual benefit
SOUL	<ul style="list-style-type: none"> Practice the spiritual disciplines Foster spiritual renewal
MIND	<ul style="list-style-type: none"> Be a continuous learner
STRENGTH	<ul style="list-style-type: none"> Maintain physical fitness Foster a healthy balance of work and rest
RELATIONSHIPS	<ul style="list-style-type: none"> Protect and promote healthy family life Foster a personal, relational support network

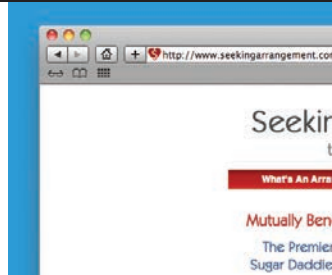
CAMPUS NEWS



CHRISTIAN GROUPS LOSE LEGAL APPEAL

A three-judge panel of the 9th U.S. Circuit Court of Appeals upheld most of a 2009 ruling that said the school's nondiscrimination policy does not violate religious freedom, free association or equal protection guarantees.

<http://www.signonsandiego.com/>
SEARCH: san diego state nondiscrimination



DEBT SENDS STUDENTS TO SUGAR DADDY WEB SITE

High student loan debt has driven some college students to a new site SeekingArrangement.com in search of someone to help pay off debt.

<http://www.thebostonchannel.com>
SEARCH: sugar daddy

SALTS & CHI ALPHA'S REGIONAL STUDENT CONFERENCES

Coming to a place near you

Plan to attend during the Christmas/New Year's break

SALT CONFERENCES:

South Central: December 29,
2011-January 1, 2012

Southeast: December 29,
2011-January 1, 2012

Great Lakes: December 29,
2011-January 1, 2012

Great Plains: January 2-5, 2012

Big Sky: January 3-7, 2012

DISTRICT RETREATS:

(West Coast) Northern Cal/Nevada
College Winter Conference:
January 13-16, 2012

(Pacific Northwest) Northwest Winter
Camp: January 27-29, 2012

(Northeast) Potomac Winter Retreat:
February 3-5, 2012



For college students, young adults, high school seniors, pastors, and staff and faculty from colleges and universities

FOR MORE INFORMATION, VISIT CHIALPHA.COM.



Campus Ministries, U.S.A.
1445 N. Boonville Ave.
Springfield MO 65802



The General Council of
The Assemblies of God