

# CONNECTION

chi alpha

VOLUME 6 ISSUE 2 FALL 2013

## 4 PIONEERING BOOTCAMP

Andrew Youngblood recalls his recent experience at the Pioneering Boot Camp.

## 6 MY PIONEERING JOURNEY

Ouida Bradford brings her pioneering journey full circle as she plants a Chi Alpha group at Columbus State University in Georgia and then entrusts it to another.

## 7 WELCOME WEEK

Welcome week is a great way to connect with students. Check out some photos from campuses across the country.

Students' artwork adorns the walls like wallpaper and the smell of Play-Doh and markers is unmistakable. Poster boards of students' timelines with colorful sticky notes border the walls, and long sheets of paper with the outlines of the students' bodies for their "body maps" accompany them. The teacher helps students discover their talents and how to work with others. This might describe a local kindergarten class, but it is actually the pioneering boot camp at Chi Alpha's annual Reach the University Institute (RUI).

In 2005, Chi Alpha formed a Pioneering Task Group to address the question, "What does it take to plant a healthy Chi Alpha group?" Eight years later that question still drives the Pioneering Boot Camp, championed and taught by Paul Austin.

The original pioneering task group made up of Paul Austin, Brad Novosad and Garry Miller began conducting research to find an answer. They looked at church planting assessments from the Baptist, Foursquare, and Assemblies of God churches along with material from Campus Crusade for Christ. The task group determined the Assemblies of God Church Multiplication

BY MELANIE LYNCH

CONTINUED ON PAGE 3 >

# CHARTER AND AFFILIATION NUMBERS FOR 2013-2014

Affiliated Campus Missionaries

Chartered Chi Alpha Groups



## CHI ALPHA CONNECTION

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## SUPERNATURAL + SERVICE = EXPANSION

BY BOB MARKS



It's been said that Creation comes out of chaos. Our world was without form and void until God stepped in to bring order. The same can be said of campus ministry. Pioneering of new campus groups comes out of an exposed need in the surrounding campus culture. Pastors and district leaders continue to call National Chi Alpha and inquire why we are not on "their" campuses and "when are we going to pioneer a new Chi Alpha group in their city"? When the Church (capital-C) was born in Acts 2, what was the first impression made upon the surrounding community? It was supernatural. The city of Jerusalem was impressed and the people were impressed. God had formed a partnership with the disciples and a hungry nation responded.

When the Holy Spirit fills the Church, the church is on fire and the campus and city will demand, "what does that mean" (Acts 2:12)? The need to know drives the pioneering campus pastor to ask questions. My four year old grandson has a ton of questions because he needs to know, and one of the ways he learns is by asking questions. There was a great need to know what was happening in Jerusalem to these new believers. Questions were posed in the community and Luke journals his observations concerning this phenomenon. He knew God was at work and his testimony to those around him and to us was they were a part of a great move of God in the world. Are you journaling testimonies of students' lives that are being transformed as a result of a Holy Spirit dynamic? We need to be conscientious of God's miracles happening today (and they are happening on our campuses) and exposing others to His awesome power. Students are on campus to ask questions and to learn. As they are exposed to the truth of God and the power of the Holy Spirit, the response will be "what does this mean" and the church on campus (Chi Alpha group) will mushroom into a living Christ-like organism that will satisfy hungry hearts and honest questions. The pioneering pastor must look for and expect the supernatural, answer the questions being posed and humbly give God the Glory.

The Son of Man came not to be served but to serve. Our motives must be clear. The Body of Christ, the mystical Body, is not in the world to be ministered to, but to minister to others within our campus culture. Service becomes the mandate as we pioneer. Service to the legion of students on our campuses from diverse backgrounds is the law of life when channeled in the power and wisdom of the Holy Spirit. The streams of living water must flow to others on your campus and to surrounding campuses that do not have a Pentecostal witness. New beginnings as pioneer efforts are a natural byproduct of our witness. We have seen exponential growth in Chi Alpha in recent years with historic numbers of groups chartering and students being reconciled to Jesus again this year. We've never been bigger, so let me challenge you by the Holy Spirit to consider pioneering an additional campus near you. We will double our numbers as we double our efforts.

For His Harvest,  
Bob Marks

**Bob has pioneered churches and university groups in Europe and the U.S.A. for the past 31 years. The last 20 years he has served Chi Alpha in Springfield, Missouri.**

Network assessment suited campus ministry best and received permission to tailor it and the boot camp specifically to Chi Alpha.

The right person needs to pioneer the campus, and there are three steps the pioneer goes through: the assessment interview, training and coaching. The assessment interview evaluates the readiness of the applicant and identifies the people who should pioneer and their gifts. The assessment is not based on personality, but skills.

“We found in our research that personality type has zero influence on highly effective or ineffective pioneers, meaning outgoing people were as likely to be successful in starting a group as people who are introverts,” says Austin. The assessor asks questions that cover 13 different skills the pioneer should have, and the pioneer and assessor discuss past experiences to predict the future performance of the pioneer.

The second step is the pioneering boot camp, which takes place annually at RUI, but is also adaptable to individual groups or campuses. It assumes those who are going to pioneer have the intuitive skills needed to pioneer because these people have already gone through the assessment and scored well.

The training is based on asking a series of questions of the pioneer, about the campus and about the people they are working with. “We’re not telling them how to

pioneer. That’s their job,” says Austin. “But we’re giving them the questions they need to ask to discover the keys to the campus they are called to.”

He breaks the boot camp into three parts to help answer the pioneers’ questions: know yourself as a leader and your team, know your campus and know what God wants for the campus.

Austin wants to prepare the students for their biggest obstacle in pioneering when their identity is challenged. This is when even more craft supplies come in. The students make a timeline of their life experiences using different colored sticky notes and poster board. Using the timeline they then identify what values they have taken from those experiences and events.

When discussing the ideal make-up of pioneering team Austin employs another exercise to make a sensory model of values using props from the classroom, including Play-Doh and pipe cleaners.

The fact that pioneers’ identity will be tested is inevitable, so Austin gives his students a heads up and helps prepare them through the exercises. “We wish we could avoid the identity challenge, but I think that’s the Father’s process,” he says. “God is more concerned with transforming you before he’s ready to transform the campus through you.”

## PROFILE ASSESSMENT SYSTEM (PAS)

The Profile Assessment System was developed by Dr. Charles Ridley who conducted a study of church planters in the United States and Canada. His subjects in the study represented 13 Protestant denominations. Based upon his research and subsequent field-testing, he developed a list of 13 prominent performance dimensions. For more than a decade, these dimensions have been used to select church planters.

In Chi Alpha pioneering, an assessor asks questions that cover 13 different skills the pioneer should have, and the pioneer and assessor discuss past experiences to predict the future performance of the pioneer. The following is a list of those 13 skill sets.

## BEHAVIORAL DIMENSIONS

### VISIONIZING CAPACITY:

Builds long-lasting projects from scratch

### INTRINSICALLY MOTIVATED:

Is a self-starter. Manages time effectively.

### CREATES OWNERSHIP OF MINISTRY:

Is able to recruit others for ministry positions.

### REACHES THE UNCHURCHED:

Is comfortable being around pre-Christian people, leads them to Christ and assimilates them into the church.

### SPOUSAL COOPERATION:

The couple has an explicit agreement regarding each partner's respective role and involvement in ministry.

### EFFECTIVELY BUILDS RELATIONSHIPS:

Is a relational person who builds friendships

### COMMITTED TO CHURCH GROWTH:

Pushes through natural growth barriers

### RESPONSIVE TO THE COMMUNITY:

Designs ministries that reach the community

### UTILIZES GIFTEDNESS OF OTHERS:

Knows how to help people identify their gifts

### FLEXIBLE:

Is comfortable with change. Can switch gears easily to adjust to change

### BUILDS GROUP COHESIVENESS:

Understands people and knows how to get them to pull together as a team.

### RESILIENT:

Not easily discouraged. Is emotionally and psychologically strong. Is not overwhelmed by criticism or setbacks.

### EXERCISES FAITH:

Has a consistent walk with God and takes faith risks when convinced of God's calling.

**IN JUNE, MY WIFE ALICIA AND I HAD THE PRIVILEGE OF ATTENDING THE CHI ALPHA PIONEERING BOOT CAMP IN SPRINGFIELD, MO. AND IT WAS AN INCREDIBLE EXPERIENCE. WE ARE JUST BEGINNING OUR PIONEERING EXPERIENCE AT TEXAS CHRISTIAN UNIVERSITY, AND THE BOOT CAMP WAS SUCH A BLESSING. WE WERE SO GLAD WE MADE THE INVESTMENT TO BE THERE. PAUL AUSTIN AND STEVE LEHMANN WERE A GREAT RESOURCE AND SUCH AN ENCOURAGEMENT AS THE TRAINERS.**

# PIONEERING BOOTCAMP

**BY ANDREW YOUNGBLOOD**

The beauty of the Pioneering Boot Camp is that it's not a cookie cutter method of reaching any campus. It's all about helping you begin to ask the right questions about your campus, yourself and your staff team, so that you can most effectively minister to your specific campus.

We had such a great time exploring the cultural dynamics of the TCU campus and identifying the specific needs and challenges of reaching the different people groups at our university. We did a number of activities to help us gain deeper insights into TCU, and had a ton of fun in the process. One of the most effective activities that we did was the "body map," which we eventually named the TCU Yeti. We traced out a body and then, starting with broad information of the campus at the top, worked our way down to specific needs of specific people groups. What we discovered during the "body map" exercise is that we didn't know our campus as well as we thought we did. Yes, we had a lot of specific demographic information about our campus, but we hadn't delved into making it actionable by understanding what needs we could uncover through a closer look at the information. We learned that it's not enough just to know that there is an improv comedy group on campus, or that the no. 1 major is business, but we have been able to discern ministry opportunities and ways that Chi Alpha can uniquely serve those groups of students.

We spent a lot of time learning about ourselves. Paul conducted an

exercise where each of us created timelines of our lives with all of the major positive and negative events we could remember placed near the years they happened. What we discovered is that our life experiences deeply affect what our core values are and what we're passionate about. I discovered, through the timeline exercise, why those things are so important to me. I'd never realized how much my life experiences played into forming those values in my life. The values that drive our lives and our ministries will many times be revealed through important life events and the same will be true of our spouses and team members. When we begin to appreciate each other's stories, we can begin to understand why we make certain decisions and why we fight for particular ways of doing things. We then have the freedom not to take things personally when conflicts arise.

We also gained insight on how to build and serve a staff and leadership team. We learned that who you have on the team is often more important than what that person does. If the ministry needs to make adjustments, and it surely will, it's better to have someone who is loyal to the leader and the vision, rather than a certain model of ministry or job description. While talking through the "Five Dysfunctions of a Team," Paul and Steve gave us some incredible examples of ways to obtain consensus with team members, to hold staff and leaders accountable to the group and not just the director and to manage and foster conflict in healthy and unifying ways.

We will definitely be taking all future team members through the provided assessments to help build a stronger team, in less time, and with much less hurt feelings in the process.

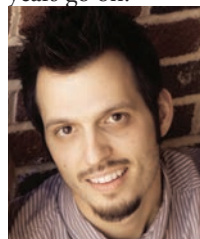
Pioneering Boot Camp was held in conjunction with RUI, and we greatly enjoyed getting to know other campus pastors and leaders who have been doing Chi Alpha for much longer than we have. It was so rewarding to get to connect not only with others who are going through the same process we are, but also with those who have led a campus successfully for many years.



This experience ultimately showed Alicia and I the goal of the Chi Alpha movement is not just to plant Chi Alpha groups, but to plant healthy Chi Alpha groups with healthy Chi Alpha pastors. We were overwhelmed by the fact that Paul, Steve and the other national staff truly want to see us succeed and are willing to help in any way they can, even beyond our training week.

This boot camp experience has saved us a ton of headaches and frustrations, and from having unrealistic expectations. It gave us a realistic, sobering and yet encouraging view of the journey that lies before us in pioneering.

Pioneering Boot Camp is a must for anyone looking to start a new ministry, or even someone who would like to revamp or improve their current ministry. We were extremely blessed to get to attend, and we can't wait to see how valuable it will be as the years go on.



Andrew and Alicia Youngblood are alumni of Angelo State University Chi Alpha. They are currently pioneering Chi Alpha at Texas Christian University in Fort Worth, Texas.

## THE PIONEERING BOOT CAMP WAS ESTABLISHED IN 2005. SINCE THAT TIME, MISSIONARIES WHO HAVE GONE THROUGH THE BOOT CAMP HAVE PIONEERED CHI ALPHA GROUPS AT THE FOLLOWING CAMPUSES:

- |  |  |
|--|--|
| Arkansas State University                      | Texas Christian University               |
| Austin Peay State University (Tennessee)       | Texas State University                   |
| Boise State University                         | Tulane University (Louisiana)            |
| Brown University                               | University of California-Irvine          |
| Chadron State College                          | University of California-Merced          |
| Clinton Community College                      | University of California-San Diego       |
| Colorado State University                      | University of Colorado-Colorado Springs  |
| Columbus State University (Georgia)            | University of Denver                     |
| Drake University                               | University of Georgia                    |
| Georgia Institute of Technology (Georgia Tech) | University of Hawaii                     |
| Gustavus Adolphus College                      | University of Indiana                    |
| Howard University                              | University of Indianapolis               |
| Indiana State University                       | University of Iowa                       |
| Iowa Central Community College                 | University of Kentucky                   |
| Iowa State University                          | University of Louisiana-Monroe           |
| Kansas University                              | University of Louisville (Kentucky)      |
| Loyola University New Orleans                  | University of Massachusetts              |
| Marshall University                            | University of Minnesota                  |
| McNeese State University (Louisiana)           | University of Nebraska                   |
| Midwestern State University (Texas)            | University of Nevada, Las Vegas          |
| Minnesota State University                     | University of New Orleans                |
| Montana Tech of the University of Montana      | University of North Carolina-Chapel Hill |
| Montclair State University (New Jersey)        | University of Northern Iowa              |
| New York University                            | University of Oregon                     |
| Oakland University (Michigan)                  | University of Southern California        |
| Ohio University                                | University of Vermont                    |
| Purdue University (Indiana)                    | University of Wisconsin-Madison          |
| Rice University (Texas)                        | University of Wisconsin-Osh Kosh         |
| Rogers State University (Oklahoma)             | University of Wisconsin-Superior         |
| Simpson College                                | University of Wyoming                    |
| Southeast Louisiana State University           | Upper Iowa University                    |
| St. Cloud State University                     | Utah Valley University                   |
| St. Louis University                           | Williston State (North Dakota)           |
| Temple University (Pennsylvania)               | Yale University (Connecticut)            |



# My Pioneering Journey

Planting a new Chi Alpha wasn't on my bucket list. Yet six years ago, my house in Athens, Ga. was on the market and I was moving to Columbus, Ga. to do just that. I loved my time as a Chi Alpha staff member at University of Ga. God called me into campus ministry as a graduate student there and it was the coolest place you'd ever want to live. However, I couldn't deny God had been stirring the deepest parts of me with dissatisfaction and the thought if the mission was to reach students, what was I willing to do to reach more of them.

As I investigated options, I quickly settled on Columbus, Ga. and Columbus State University. In some ways the decision seemed illogical. I was leaving a flagship university with more than 33,000 students for a community-based state school with 7,000 students. UGA was full of driven, Type A students who graduated in the top five percent of their class. CSU was mostly locals who still lived at home and worked while attending school. Just more than 1,000 lived on campus. People ended up at CSU; very few intentionally chose it.

I started with two students and cast vision that we would have

an amazing ministry with small groups, worship, mission trips, retreats and students following Christ because of it. It would be like a huge bonfire, but we weren't close to that yet. How do you start a fire? You gather sticks. I asked them to help me gather sticks by inviting their friends to a weekly hangout with me. We grew to nine that fall and then that spring, we started a small group Bible study, grew to 18, and became an official organization at CSU.

Our first fall on campus, we experimented with what would work. Since the school was predominantly commuter, would people come back for something at night? They did and we grew to 25. We added two small groups and personal discipleship. We began developing our weekly worship gathering. We added retreats, began developing leaders, sent our first students on missions trips and started baptizing students. In other words, we started becoming Chi Alpha.

There were a million ups and downs. A freshman girl got pregnant. Student leaders flaked out or core students got jobs or transferred to other campuses. Every time, I got on my face and prayed and worked through it.

Miraculously, God continued building our community. Every year we moved forward and got closer to becoming a community of worship, prayer, mission, discipleship, and fellowship. Students got saved or recommitted their lives to Christ. One student got healed of a tear in her carotid artery. God was everywhere.

As we approached year five, God started shaking things up again. This May, I was appointed full time District Chi Alpha Director and Jordan Napoli, on staff with our campus for just a year, took the helm as campus director. It was the most God ordained transition I could have imagined. This fall Chi Alpha at CSU has 17 student leaders running seven small groups. At the second service, 101 students showed up. They are taking more than 70 students to fall retreat as I write this. It blows me away.

This crazy pioneering journey requires vision. Early on and throughout this process, it was essential for me to have God define what He wanted me to do here. Also, pioneering takes a lot of discipline. It's so tempting to chase after trends or what another ministry is doing when you have five people in

your group. I learned it helps to have a good coach. I never could have made it without Brad Lacy, our DXAD at the time, being a sounding board for my process. Strangely, I've also learned it is about me. Pioneering a Chi Alpha is about God working through my gifts, my dreams, my fears, and my insecurities to make me more like Christ.

I'm humbled God would call me to do something I never aspired to do and to go somewhere that wasn't obvious in order to do something epic through my obedience. My life and the lives of students at Columbus State will never be the same.



**Ouida Bradford** is the District Chi Alpha Director for Georgia. She

has worked with Chi Alpha for fourteen years and most recently pioneered a Chi Alpha at Columbus State University. She loves Chick-fil-a sandwiches, college football, quirky movies, and really great Chai. She deeply wishes her brain worked like C.S. Lewis's.



# WELCOME *week*



CONTINUED FROM PAGE 3 >

The third part of the boot camp is helping people hone in on their ability to see and hear what God is doing. The pioneers dig deep to determine what it is that God wants for their campus. What God wants for each campus and the strategic plans for the campus are different than the one the pioneer came from. Austin emphasizes not transplanting strategies from one campus to another because if one factor of a university is changed, like open enrollment versus a highly selective private college for example, the entire DNA of a campus changes too.

Once the pioneers have completed the boot camp, they are matched up with a coach who helps them as they begin to launch Chi Alpha groups on their campuses. Unfortunately, coaching is the most underdeveloped part of the pioneering process. Finding quality, proven coaches is a challenging task. As a result, coaching is a work in progress and Austin hopes to have a network of coaches and someone heading that part of the pioneering process.

Austin describes pioneering as very unpredictable and something that should not be done alone. "Without having somebody that you are problem solving with, insanity becomes more appealing," he says. Having a group come alongside the pioneers, whether they are volunteers, full-time staff or student leadership, makes a big difference in how successful the launch becomes.

So what does it take to plant a healthy Chi Alpha group? "There is no answer," says Austin. "There's just questions. The more questions I learn to ask of my campus, the clearer the answers become."



**Melanie Lynch is Chi Alpha's Missionary Personnel and Records Coordinator.**

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