



The Campus Missionary-in-Training Director's Handbook

**A Training Program for New Missionaries in
Chi Alpha Campus Ministries, U.S.A.**



Chi Alpha Campus Ministries, U.S.A.

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The Chi Alpha Campus Missionary-in-Training Program

The Purpose of the Campus Missionary-in-Training Program

We in Chi Alpha believe university ministry is the most strategic mission field in the world today. We desire to see a Spirit-empowered community of student believers on hundreds more university campuses in America and around the globe. University ministry is a missionary movement. The Apostle Paul explains his missionary calling and why more missionaries should follow his lead when he says, *“But how can people call for help if they don’t know who to trust? And how can they know who to trust if they haven’t heard of the One who can be trusted? **And how can they hear if nobody tells them? And how is anyone going to tell them, unless someone is sent to do it?”*** (Romans 10:14-15a, MSG)

The Campus Missionary-in-Training (CMIT) internship program primarily exists to develop and send college graduates as vocational campus missionaries and, secondarily, to assist others to find their vocational calling.

A CMIT program is a bridge between a college education, a career, or vocational ministry, and university ministry on a secular campus. During this time, a person can test his or her calling into full-time university ministry.

The CMIT internship program is a ten-month nationally standardized training experience corresponding to an academic year, e.g., from August/September to May/June. This provides an intern the conventional rhythm of a calendar year in a local Chi Alpha group. The training may be extended if deemed beneficial by the local CMIT Director and intern.

The program is designed to train individuals in many aspects of vocational, full-time campus ministry leadership. This training takes place under the guidance of experienced campus missionaries that are nationally approved to offer a CMIT program in their chartered Chi Alpha group. The CMIT intern participates fully in supervised ministry to a campus community while learning how to implement the Chi Alpha mission:

Our mission is to reconcile students to Christ, equipping them through Spirit-filled communities of prayer, worship, fellowship, discipleship, and mission to transform the university, the marketplace, and the world.

A CMIT intern is not relegated to being a missionary’s “go-fer” or special projects person or filling an associate staff position. Instead, a CMIT is a campus missionary-in-training. In that position, he or she takes on the work, challenges, and intensity each campus missionary faces. The CMIT learns who he or she is as well as what he or she does best. In doing so, the CMIT experiences a molding of the heart, mind, spirit, and will that prepares him or her for a career in the strategic university mission field.

Chi Alpha’s new missionary training focuses on three priorities:

1. Full-time Chi Alpha missionaries: Our primary concern is to equip people to serve on an American university as full-time Chi Alpha missionaries. Some of these will pioneer cutting-edge Chi Alpha groups, fill local director vacancies, join a local staff team, provide Chi Alpha leadership through a sponsoring church, or join with others to form a new planting team. This priority also includes preparing people to serve as missionaries on a foreign university.
2. Give-a-year graduates: A second priority is providing a learning environment where graduates may gain clarity on their life’s calling and future career options. They may wish to give a year back in service to a Chi Alpha group and at the same time pray about a long-term commitment to student ministry.
3. Marketplace leaders: A third priority is to offer a gap year of training in theology, personal mentoring, and Christian ministry skills for people called to be marketplace leaders. We hope these intern graduates go on to be involved in Chi Alpha through intercessory prayer, voluntary service, and financial support.

Who is entering Chi Alpha’s new missionary training? The most likely person to engage in our training is a college graduate who served as a student leader in a local Chi Alpha group. As high as 8 out of 10 CMIT interns are single or very recently married university graduates in their early twenties.

However, interns come to us from other pathways, as well. Some are college graduates without any involvement in a local Chi Alpha group. Some are graduates from a Christian (Bible) college. Others have been involved in vocational ministry or missions for a time, but now are curious if university ministry may be next for them. Some have worked in the marketplace for many years and are considering Chi Alpha as a second career option.

The Scope of Chi Alpha's New Missionary Training Program

Three Essential Elements of a CMIT Program

The CMIT program consists of three essential elements that the CMIT intern must successfully complete in order to graduate from the program.

- Global University courses (also referred to as Berean School of the Bible),
- Reach the University Institute (RUI) training conference,
- And the CMIT program objectives.

Three Core Training Components of a CMIT Program

The **CMIT objectives** are the spine of the CMIT program. They are organized around developing leaders in three areas: *Godly character growth, ministry skills development, and intellectual development*. In addition, the objectives include professional expectations of a Chi Alpha missionary.

The CMIT objectives are fulfilled by implementing **three core training components**: *personal mentoring, supervised ministry experiences, and a prescribed study program*.

One-on-one Personal Mentoring for Godly Character Development

This intensive training program (often averaging 55 hours per week for 10 months) impacts interns intellectually, emotionally, relationally, and spiritually. A pastoral supervisor is assigned to meet regularly with each CMIT intern serving as a mentor and spiritual director. The mentor helps the intern to interpret what he or she is experiencing and place it in proper perspective. The mentor also assists the intern to develop healthy relationships and attitudes, grow deeper in the practice of the spiritual disciplines, and discern his or her future calling in ministry. The development of Godly character is fostered by everything that occurs in the ten-month internship and is further anchored within a mentoring relationship between an intern and a pastoral supervisor.

Guided Ministry Experiences for Ministry Skills Development

The CMIT program is designed to expose an intern to most of the skills essential to campus missionary leadership. Some key skills will receive greater emphasis, e.g., public speaking, discipleship and small group leading, developing leaders, campus evangelism, administration, time management, ministry budgeting, and critical thinking and planning.

Prescribed Study Program for Intellectual Development

The prescribed study program serves to expose an intern to (1) the essential areas of theology that have direct bearing on the task of reconciling students to Christ, (2) reading and resources that address critical campus ministry issues (CCMI), and (3) a study program that will make him or her eligible to apply for ministerial credentials with the General Council of the Assemblies of God at the Certified Minister level. Acquiring ministerial credentials makes one eligible to apply to become a Nationally Appointed Chi Alpha Missionary.

We Learn Best by Doing

The men and women who serve as Chi Alpha missionaries are a combination of teacher, counselor, and surgeon. They teach eternal truths. They offer counsel to students. They perform delicate soul-surgery by rightly using the scalpel of the Word of God under the guidance of the Holy Spirit.

To adequately prepare themselves for their vocation, teachers, counselors, and surgeons all practice their craft through supervised internships or residencies. Campus missionaries, who influence the spirituality of students, should be similarly equipped for their calling.

University ministry requires more than intellectual mastery of theology and ministry philosophy gained in theoretical classroom discussions. Effective pastoral work within the unique culture of a secular campus requires time for acclimation and hands-on experience with a wise mentor. The CMIT intern learns best during extended time of character testing, gift discovery, development of a Christian worldview, and the learning of needed ministry skills.

A wise CMIT graduate once said, *“When I entered the CMIT program I was confident in myself, but when I left my confidence was in God. When I came I felt I had a handle on most things, but when I left I felt like I had begun to truly grasp essential things. When I came I wondered, ‘Do I really need this?’ Now, I wonder what I’d have done without it.”*

Two CMIT Program Models

A CMIT internship program may be delivered in one of two models: **The Classic Model** and **The Hub Model**.

The Classic Model

The Classic Model is a CMIT program hosted on one university campus with a multiple staff team. The CMIT Director and the Chi Alpha group must satisfy all of the criteria prescribed in this handbook. This is our long-standing model with its roots going back to the 1970s.

The Hub Model

The Hub Model is a CMIT program based on one “Hub” university campus with Satellite campus(es) within a reasonable distance from the Hub campus. The combined missionary staff members from the Hub and Satellite constitute the training team of the internship.

The Hub and Satellite Directors and campuses must satisfy all of the same criteria as the Classic Model with two exceptions: (1) the Satellite Director is not required to have been the local director for four years, and (2) the Satellite campus ministry is not required to be in active existence for four academic years. The Satellite campus must go through the same application and approval process as the Classic Model including the on-site evaluation and Boot Camp attendance. The director of the Hub campus is the director of the CMIT program and makes all final decisions, e.g., where interns are placed, which Satellite campuses will be active that year, etc. It is the responsibility of the Hub Campus Director to annually monitor whether or not the Satellite campus ministry continues to fit the criteria. Where it is beneficial, the Hub and Satellite campuses may come from neighboring district councils.

A Classic Model program may at a later date apply to become a Hub Model by adding Satellite campuses. Each Satellite campus must apply and be reviewed by the National CMIT Executive Committee.

Developing Servant Leaders with Credibility

A Chi Alpha missionary is a servant leader whose character, credibility and capabilities influence students to pursue the Great Commission of Christ within the university context. The purpose of Chi Alpha’s training is to foster the development of servant leaders for the university mission field.

A missionary servant leader regards others as more important than oneself by not merely looking out for personal interests, but for the interests of others (Philippians 2:3-4). Jesus explicitly defines servant leadership as humble service to others based on both God's love and our comparable love for them. "Jesus called them together and said, 'You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be your slave—just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many,'" (Matthew 20:25-28).

Key to a missionary's ability to influence students is his or her credibility. Servant leaders are known by their ability to build trust-filled relationships. The degree to which a student views a missionary as credible is directly proportional to how much a missionary may influence him or her.

A missionary's credibility emerges as a result of three things: Godly character, skillful competence, and clarity of vision. That is, people trust leaders who are good, capable, and know where they are going. Students follow leaders who are in pursuit of godliness (1 Timothy 4:8) and holiness (Romans 6). Paul provides in 1 Timothy 3:1-12 and Titus 1:6-9 a more complete list of qualities defining the credible servant leader.

A missionary's competence is the skillful ability to do what needs to be done and to do it well. The competence required runs a wide gambit from preaching, planning, and executing objectives; to spiritual gifts, prophetic foresight, spiritual discernment, and a passion for the lost—and everything in between.

Finally, a university missionary's credibility is established by his or her clarity of vision. A missionary must know where he or she is going (mission) and is able to help students see it, too (vision). Students are attracted to servant leaders who exemplify character, competence, and clarity.

Thus, a CMIT program is an intentional process of helping new university missionaries to be more self-aware and to refine their Godly character while at the same time gaining the knowledge and skills of a servant leader.

Important Dates and Deadlines

CMIT Program Application Dates and Deadlines

August 1	CMIT program application deadline
September 1-December 5	On-Site evaluations occur
December 20	Date by which CMIT program approval/denial decision is made
Upon Program Approval	Begin intern candidate recruitment
February 15	Intern application deadline (Applications received after February 15 are subject to late fees.)
February/March	New CMIT Directors' Boot Camp
June 1	Local CMIT manual submission deadline
July 1	CMIT Executive Committee's final review deadline of local CMIT manual

During CMIT Program

December/January	Mid-term intern evaluation
February/March	Intern considers placement options
May 15	CMIT Program Annual Renewal deadline

15 days after intern graduation

Final intern evaluation by CMIT Director deadline

15 days after intern graduation

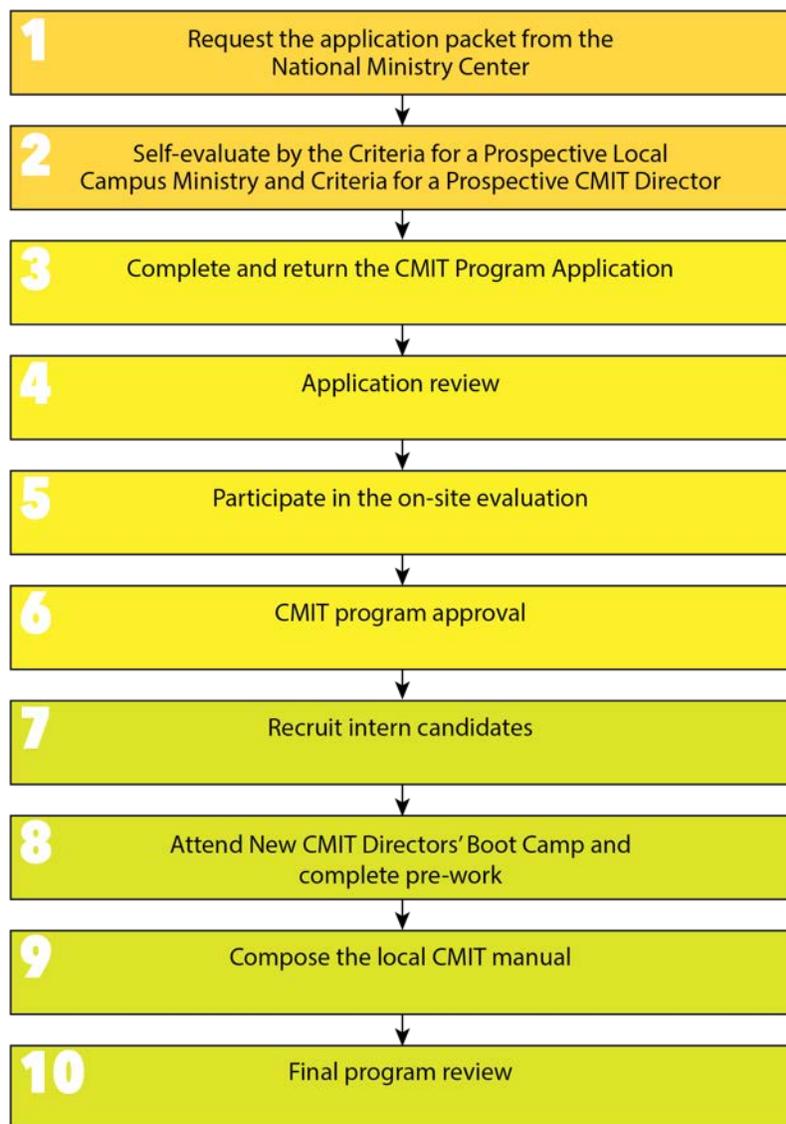
Final program evaluation by CMIT intern deadline

Note: Intern cannot receive Global University credit nor MA status until
both evaluations are received.

The Ten Steps to Become a Nationally Approved CMIT Program

All local Chi Alpha ministry directors who wish to offer a nationally approved CMIT program must complete these 10 steps. It takes one year from application to final review—that is, from one August 1 to the next August 1. This also applies to applicants who wish to have their closed CMIT programs reinstated.

Ten Step Process Overview



Step One: The CMIT Program Application may be found on chialpha.com/cmitapp.

You will also find on chialpha.com the CMIT Internship Director's Handbook, which will serve as the guide and roadmap throughout the entire program application process.

Step Two: Self-evaluate by the Criteria for a Prospective Local Chi Alpha Ministry and the Criteria for a Prospective CMIT Director

A local Chi Alpha Director and Chi Alpha ministry qualify to offer a nationally approved CMIT program by satisfying the following requirements:

1. The local Chi Alpha ministry must satisfy specific criteria outlined below and verified by an on-site evaluation.
2. The local Chi Alpha Director must satisfy specific criteria outlined below and verified by an on-site evaluation.
3. The CMIT program that the prospective CMIT Director develops must fulfill the national CMIT objectives regarding the intern's character development, ministry skills training, the study program, and professional expectations. After a new CMIT Director and Chi Alpha ministry have been nationally approved, all three requirements must remain in place year after year for a local CMIT program to remain active. If a change occurs that suggests that either the director or the ministry no longer satisfy the requirements, a review and potential change in approval status may occur.

The Criteria for a Prospective Local Chi Alpha Ministry

1. The prospective Chi Alpha group must demonstrate an operational balance of the national Chi Alpha Mission Statement. The group must manifest in measurable ways that it is a community of prayer, worship, fellowship, discipleship, and mission. Discipleship, with reproduction and multiplication as core ingredients, is the driver of this five-fold philosophy of ministry.
2. The prospective Chi Alpha ministry must have multiple staff members in order to carry the added responsibility of a CMIT program. The components and responsibilities of the internship must be able to be delegated to several staff members' portfolios.
A CMIT program must never be viewed as a way to gain more staff to build the local Chi Alpha group. A CMIT intern is not a euphemism for an associate staff person. The CMIT Directors Executive Committee will not approve an application when they believe the local campus ministry will be hindered in its development because of the added responsibility of an internship program, nor if they determine the internship will be only used for self-interest purposes.
3. The prospective Chi Alpha campus ministry must have been in active existence for a minimum of the previous four academic years. This applies to both the Classic and Hub models.
4. The prospective Chi Alpha ministry must have 60 students regularly involved in discipleship small groups and at least 40 students regularly attending a main weekly meeting. Exceptions to this national minimum standard will be considered on a case-by-case basis.
5. The prospective Chi Alpha ministry must demonstrate the reproduction of new discipleship student leaders for each new academic year. It must have student leaders involved in a variety of ministry functions.
6. The prospective Chi Alpha ministry must be in compliance with the Statements of Mission, Faith, Relationship, and Financial Responsibility as articulated on the Chi Alpha Campus Group Charter form. The ministry must be chartered and in good standing with national Chi Alpha Campus Ministries and in good standing with its district council of the Assemblies of God.

7. The Chi Alpha Area Director and the District Chi Alpha Director must endorse the local director and the Chi Alpha ministry to offer a CMIT internship in their area and district.
8. The missionary staff members of the prospective Chi Alpha ministry should be fully funded. The distraction of insufficient funds depreciates the training of interns.
9. The prospective Chi Alpha ministry must reflect the four priorities of the Priorities of the National Chi Alpha Program: healthy leaders, disciple-making communities, cross-cultural missions, and Spirit empowerment. When a CMIT intern graduates from the internship, he or she will most likely attempt to recreate the campus ministry model of their internship. This is natural and should be anticipated. This means the local Chi Alpha group must reflect the essential culture of Chi Alpha (see Appendix for Priorities of the National Chi Alpha Program and The Culture of Chi Alpha).

The Criteria for a Prospective CMIT Director

1. The prospective CMIT Program Director must have mentoring and coaching skills evidenced by the ability to assess a CMIT intern's personal strengths and weaknesses, the ability to make authentic relational connection, the ability to provide spiritual direction, administrative skills, conflict resolution skills, the ability to accurately evaluate the development of a CMIT intern, and the ability to provide clear feedback. The prospective CMIT Director must embrace, promote and exemplify the four priorities of the Priorities of the National Chi Alpha Program: healthy leaders, disciple-making communities, cross-cultural missions, and Spirit empowerment (See Appendix for Priorities of the National Chi Alpha Program and The Culture of Chi Alpha).
2. The prospective CMIT Program Director must be a full-time campus missionary, having successfully completed a CMIT program during his/her campus ministry training. The CMIT Directors Executive Committee has authority to waive the requirement for completing a CMIT program in meritorious cases.
3. The prospective CMIT Program Director must demonstrate an ability to develop an operational balance of the national Chi Alpha Mission Statement within the local Chi Alpha ministry. He/she must lead in meaningful ways the development of a community of prayer, worship, fellowship, discipleship, and mission.
4. The prospective CMIT Program Director must have a missionary budget that has been developed in conjunction and comparable with either national Chi Alpha Campus Ministry guidelines or district/local Chi Alpha committee guidelines. This budget must be fully raised and the funds accounted for in an exemplary manner.
5. The prospective CMIT Program Director must be in compliance with the Statements of Mission, Faith, Relationship, and Financial Responsibility as articulated on the Chi Alpha Leader Affiliation form. He/she must be affiliated and in good standing with national Chi Alpha Campus Ministries, and in good standing with their district council of the Assemblies of God.
6. The prospective CMIT Program Director must have a minimum of four year's experience as a university missionary. Furthermore, he/she must have been the full-time campus missionary for at least two years at the university where he/she desires to establish a CMIT program. The same requirements apply to a Satellite Director.
7. The prospective CMIT Program Director must hold ministerial credentials with the General Council of the Assemblies of God: License To Preach as a minimum, preferably ordained.
8. The prospective CMIT Program Director must have attended a Reach the University Institute (RUI), preferably within the previous five years.
9. The prospective CMIT Program Director must actively participate in district, area, and national Chi Alpha events.
10. The prospective CMIT Program Director must complete the application and evaluation process required to become a nationally approved CMIT program.

11. The prospective CMIT Program Director must support and promote the national campus missionary appointment system with the interns within his/her program (see Appendix).

Step Three: Complete the CMIT Program Application Form

The prospective director of the CMIT program completes the CMIT Application Form on or before August 1. An application will not be considered without the endorsement of the applicant's Chi Alpha Area Director and District Director/Committee.

Step Four: Application Review

In September the National Chi Alpha Training Director and the CMIT Executive Committee will review the application. Upon their recommendation, an on-site evaluation will be scheduled and conducted.

Step Five: Participate in the On-Site evaluation

Sometime between September 1 and December 5, one or two members of the CMIT Directors Executive Committee (depending on availability) will visit the local Chi Alpha ministry and perform an on-site evaluation. This will be at no expense to the local ministry. The Committee member(s) will evaluate the local director and the ministry by the criteria required to offer a nationally approved CMIT program. The findings will be reported to the CMIT Directors Executive Committee.

Step Six: CMIT Program Approval

Approval (or denial) of the application is decided on or before December 20. This approval process is a collaborative effort of the CMIT Directors Executive Committee and the applicant's area and district Chi Alpha Directors.

If the prospective CMIT Director or his/her ministry does not meet the minimum criteria, a member of the CMIT Executive Committee is available to assist with a developmental strategy to meet the necessary criteria.

Step Seven: Recruit Intern Candidates

Upon the CMIT program's approval, the director may begin officially recruiting intern candidates from his/her ministry. Candidates should immediately apply for the CMIT program deadline by February 15. Candidates must fulfill the intern criteria (See "Criteria for the Prospective Intern").

Of particular note, the prospective intern must be a college/university graduate and must not have a debt amount exceeding the National Chi Alpha Ministry Center's approval. While a definite figure is not outlined, an individualized debt to income ratio will be considered on a case by case basis. The National Chi Alpha Ministry Center may make other recommendations if the ratio is deemed to be too high, e.g., work in the marketplace for a year to pay down debt.

Step Eight: Complete Pre-Work and Attend New CMIT Directors' Boot Camp

New CMIT Directors' Boot Camp

Approved CMIT Program Directors will attend a New CMIT Directors' Boot Camp. The Boot Camp and required pre-work are designed to help new directors develop their program to fulfill all of the national program objectives, a time-intensive process. The Boot Camp significantly moves this creation process along.

The Boot Camp is held approximately two-and-a-half months after the December 15 deadline (Step 6: CMIT Program Approval). Notification of Boot Camp dates and location will be sent in early January to provide adequate time for newly approved directors to make travel arrangements. The Boot Camp is designed for new intern directors, and it is also valuable for one associate staff member who will make key contributions to the local CMIT internship program.

The Boot Camp affords the personal benefit of rubbing shoulders with other new intern directors desiring to successfully launch an internship program. The days together will also equip and enhance leadership capabilities essential to effective training, e.g., accurate and timely feedback, public speaking skills, discussion leading skills, conducting theological roundtables, and one-on-one mentoring skills.

The pre-work leads the director's thinking in developing the internship program—the pre-work includes strategizing how he or she will fulfill the CMIT program objectives. The interactions and idea-sharing during the Boot Camp enrich each program. Directors are not expected to have their local CMIT manual completed by the Boot Camp. It will be completed afterwards.

Please note: the pre-work outlined below must be thoroughly completed before directors arrive at the Boot Camp.

Pre-Work: CMIT Program Development

The CMIT program is developed by planning how each of the CMIT objectives will be fulfilled. The objectives are the spine of the CMIT program. They are organized around developing the intern's *character, ministry skills, and intellect*, plus professional expectations. The objectives are fulfilled by utilizing the three training components: **one-on-one mentoring, guided ministry experiences, and the study program**. Each training component is described below.

For each objective, the director should strategize the way(s) he/she would like to meet that objective using one or more of the three training components. During the Boot Camp, participants share their strategies. When considering how to meet each objective, the director may draw significantly from books, resource people, ministry experiences, and core teaching that have impacted his/her ministry.

One-on-One Mentoring for Godly Character Development

A pastoral supervisor is assigned to meet weekly or bi-weekly with each CMIT intern to serve as a mentor and spiritual director. These one-on-one meetings with a trusted mentor provide the intern with a safe place to process and interpret the internship experiences and his or her future calling. The mentor should train the intern to take an active role in processing his or her experiences by coming to their meetings with questions. The mentor provides prayer, encouragement, and accountability in Godly character growth, spiritual disciplines, attitudes, and healthy relating—especially addressing the objectives listed under Character and Personal Qualities. In addition, the mentor can debrief and give feedback for some ministry experiences.

For example, objective 11 states the intern “evidences a life of personal discipline physically, financially, and in use of time.” The intern may be required to incorporate regular habits for physical fitness, use of time, and financial budgeting, and the mentor can provide accountability.

The pastoral supervisor should keep in mind that he or she is modeling effective one-on-one discipleship and assists the intern to reproduce the skills in one-on-ones with students.

Guided Ministry Experiences for Ministry Skills Development

The CMIT program is designed as an immersion approach to training an intern in campus ministry skills. We want the intern to experience and then reproduce the skills with the Chi Alpha culture and values. Therefore, the CMIT Director trains in the context of the ministry experience using some form of the four-step process: Teach and model the ministry skill, have the intern do it, debrief, and give feedback, and the intern does it again using the input. In other words: I do it and you watch. I do it and you help. You do it and I help. You do it and I watch.

For example, when training to lead a small group, the director teaches how to create Bible studies, the intern prepares one for his or her small group, feedback is provided, and the intern applies the input in the next Bible study. For sermon preparation, preaching labs provide training and then opportunities to preach, receive feedback, and preach another sermon. The CMIT Director combines the ministry experiences with training and purposeful feedback in order to develop the intern's ministry skills.

Suggested debriefing questions to ask an intern:

- What worked? What would you do differently?
- How did you see students grow? Did you notice a challenge overcome, a problem interacting, an area needing growth, or a shining moment?
- How are you growing? Did you notice a challenge you overcame, an area needing growth, a strength you discovered, or something you learned?

The Study Program for Intellectual Development

The Apostle Paul disciplined his young protégé Timothy, and in the last recorded letter in Scripture written by Paul, he underscores to Timothy the importance of Bible study. He writes, *“Be diligent to present yourself approved to God as a workman who does not need to be ashamed, accurately handling the word of truth,”* (2 Timothy 2:15).

The CMIT study program, on the one hand, prepares an intern to become a Credentialed Minister, but beyond that, it is an introduction to the landscape of biblical hermeneutics, theological foundations, and biblical thought on topics of importance to the university missionary.

The study program takes up approximately 40% of the time invested by an intern in a CMIT program. If the normal CMIT program requires 55-60 hours per week for ten months to accomplish all its goals, then 22-24 hours per week is normally given to the study program. There are three principal areas of the CMIT study program: Global University Courses, Theological Foundations, and Critical Campus Ministry Issues.

Global University Courses

The essential elements of Chi Alpha’s new missionary staff training include:

- Global University courses (also referred to as Berean School of the Bible)
- Active participation in the Reach the University Institute (RUI) training conference
- Successfully completing the objectives of the CMIT internship

These three elements together satisfy 11 of the 27 courses required by the General Council of the Assemblies of God to apply for the three levels of ministerial credentials (certified, licensed, and ordained).

The RUI training conference serves as an orientation both to national Chi Alpha and to the CMIT internship. RUI introduces the intern to the national vision, mission, values, organizational structure, and to the personnel who carry national responsibilities with Chi Alpha. RUI gives the intern the big picture of Chi Alpha’s mission, and helps interns as they clarify their calling into university ministry. RUI provides the intern a context within which to understand the Assemblies of God as their sending agency. The CMIT program builds on the foundation of the RUI training in an extended, personal mentoring context.

In addition to RUI and to qualify for the course waivers, the local CMIT program must include within their curricula an introduction to biblical hermeneutics and homiletics, campus evangelism, effective leadership, worship leadership, and maintaining healthy relationships and ministerial integrity in ministry. Fulfilling the CMIT objectives includes these topics.

The Global University courses not waived and thus necessary to be completed by the CMIT intern before or during the internship are the following:

- BIB 114 Christ in the Synoptic Gospels
- BIB 115 Acts: The Holy Spirit at Work in Believers

- BIB 117 Prison Epistles: Ephesians, Philippians, Colossians, and Philemon
- THE 142 Assemblies of God History, Missions, and Governance

See the Appendix for a complete list of Global University courses for all three levels of credentials and a summary of the application process.

It is a role and responsibility of the local CMIT Director to make sure a person completes all five courses toward being eligible to apply for the certified level of ministerial credentials. A deadline should be set for coursework completion.

When a CMIT intern actively participates in RUI, successfully satisfies the objectives of the CMIT internship, and passes the five Global University courses not waived, they are eligible for the following Berean Course Waiver, and thus eligible to apply for ministerial credentials at the Certified Ministry level.

The Chi Alpha new missionary staff training is officially complete when both the National CMIT Intern Final Evaluation and the CMIT Program Evaluation by the CMIT Intern are submitted to the National Chi Alpha Ministry Center. When both final evaluations are received the waiver is granted. The waiver reads as follows:

On June 3-4, 2018, action was taken by the General Council Executive Presbyters and it reads as follows:

A motion prevailed to approve the request from Chi Alpha Campus Ministries to waive the following Berean educational courses for students doing their ministerial credentials studies through the Chi Alpha Intern Program (CMIT):

Certified Ministers Courses to be Waived:

- *BIB 121 Introduction to Hermeneutics: How to Interpret the Bible*
- *MIN 123 The Local Church in Evangelism*
- *MIN 181 Relationships and Ethics in Ministry*
- *MIN 191 Beginning Ministerial Internship*
- *THE 114 Introduction to Pentecostal Doctrine*
- *MIM 171 A Spirit-Empowered Church: An Acts 2 Ministry Model*

A motion prevailed to reaffirm the waiver of the of the following additional Berean education courses for students doing their ministerial credentials studies through the Chi Alpha Intern Program (CMIT):

Ministry License Courses to be Waived:

- *THE 211 Introduction to Theology: A Pentecostal Perspective*
- *MIN 223 Introduction to Homiletics*
- *MIN 251 Leadership Skills*
- *MIN 291 Intermediate Ministerial Internship*

Certificate of Ordination Courses to be Waived:

- *THE 311 Prayer and Worship*
- *MIN 325 Preaching in Cultural Context*
- *MIN 391 Advanced Ministerial Internship*

We are thrilled to be able to partner with Chi Alpha Campus Ministries in this way. May the Lord richly bless you.

Sincerely in Christ,
Donna L. Barrett
General Secretary

Theological Foundations

Theology roundtable discussions provide the forum for the director/discussion leader and CMIT intern to interact in free discussion concerning the great systematic theological truths of the faith. The director/discussion leader will prepare thought-provoking questions for the assigned readings from a systematic theology textbook. The CMIT intern will answer the questions in preparation for the discussions. This is to be an intellectually stretching experience. The local CMIT manual must identify the theology textbook, scheduled assignments, and a one-page syllabus for each class session. A list of highly recommended systematic texts and supplemental materials are provided at the CMIT Directors Boot Camp. The local program is responsible to specifically cover the material that is waived by Global University.

Critical Campus Ministry Issues

A leader is a reader and a life-long learner. There are several topics of critical importance for the developing campus missionary. Each required Critical Campus Ministry Issue topic is listed with the relevant objective and noted as a “required CCMI.” Topics that are suggested but optional are listed with the relevant objectives and noted with “optional CCMI.”

For each CCMI topic, the intern should employ one of the following instructional approaches. All approaches serve as a foundation for a discussion with the director/discussion leader. The CMIT Director/discussion leader will prepare questions for the CMIT to answer in preparation for the discussions. The intern may do one of the following options:

- Read or listen to a book (8-12 total books recommended per internship, not per topic)
- Read an article
- Listen to a lecture in person or via podcast/video
- Watch a video
- Have a guided, specific experience

CMIT Program Objectives

Each local CMIT program must pursue the following objectives with their interns. The objectives fall into four categories: Character and Personal Qualities, Professional Expectations, Ministry Skill Competencies, and Intellectual/Educational Introductions. As stated earlier in this handbook, these categories coincide with the three areas of leadership development plus professional expectations.

Character and Personal Qualities

1. Evidences a life of personal devotion and the practice of spiritual disciplines.
 - Required experience: The intern should have a regular time for personal Bible reading and prayer.
 - Required experience: The intern should be exposed to a variety of spiritual disciplines.
 - Optional CCMI: Personal Worship and Campus Worship
 - Optional CCMI: Prayer
2. Evidences healthy boundaries by balancing ministry and personal life.
 - Optional CCMI: Healthy Work/Life Balance

3. Evidences a life of honesty, integrity, and moral purity in sexuality, finances, and words.
4. Evidences a strong work ethic characterized by self-motivation, self-starting, self-directing, and thorough, timely completion of tasks.
5. Evidences a missional orientation including personal evangelism.
 - Optional CCMI: Living a Missional Life
 - Optional CCMI: Campus Prayer
6. Evidences a commitment to life-long learning.
 - Required experience: The intern will keep everything they are learning in an organized filing system for future retrieval.
7. Resolves the issue of a clear calling for university ministry.
8. Evidences continued growth in self-awareness and personal maturity .
9. Evidences effective relationship-building skills by relating authentically, being hospitable and friendly, making conversation, and listening.
 - Optional CCMI: Developing Authenticity, Integrity, and Depth in Relationships
 - Optional CCMI: Hospitality
10. Resolves conflicts biblically; responds to correction willingly.
11. Relates appropriately to authority by consenting to direction with a good attitude.
12. Evidences servant-leadership by using positions of authority to serve with humility.
 - Optional CCMI: Servant Leadership
 - Optional CCMI: Practices of Highly Effective Leaders
13. Evidences healthy stewardship of finances, time, and physical health.
 - Required experience: The intern should leave the internship with systems in place to properly manage time, finances, and physical health.
14. Evidences emotional stability and self-control, handles stress appropriately, and does not allow moods to affect work performance.

Professional Expectations

15. Is eligible to receive ministerial credentials at the conclusion of the internship.
 - Required Global University: The intern will complete the Global University coursework, which satisfies the educational requirements for ministerial credentials within the Assemblies of God.
16. Relates effectively with the Assemblies of God and Chi Alpha Campus Ministries on the local, district, and national levels.
 - Required CCMI: The intern understands clearly the system for national campus missionary appointment and the specific steps to become national approval.
 - Required experience: The intern should be introduced to the local Assemblies of God pastor{s}, a sectional

presbyter, and a district official.

17. Develops and maintains a financial support team and maintains the minimum required budget.

- Required CCMI: Support raising training

18. Understands tax preparation as a self-employed person.

- Required CCMI

Ministry Skill Competencies

19. Able to ascertain the culture of the local campus and use the discoveries to evaluate needs, develop appropriate evangelism strategies, produce successful promotion, and assess outreach effectiveness.

- Required experience: The intern should employ strategic thinking skills.
- Required CCMI: Campus Evangelism
- Optional CCMI: Profile of Today's Student
- Optional CCMI: History of Camp U.S. Missions
- Optional CCMI: University Pioneering Strategy

20. Able to minister cross-culturally especially to international students.

- Optional CCMI: International Students
- Optional CCMI: Major World Religions
- The intern can identify, define, and explain the major world religions especially of the international students he/she is befriending.

21. Able to plan and execute an effective event including delegation, teambuilding, managing a budget, promotion, and evaluation of event success.

- Required experience: The intern should employ strategic thinking skills.

22. Able to develop an effective training program for reproducible student leadership development.

- Required CCMI: The intern must complete the discipleship training offered in the campus ministry.

23. Able to communicate as an effective public speaker in preaching, teaching, and leading group discussions.

- Required CCMI: Homiletics
- Required CCMI: Developing and Leading Effective Bible Discussions
- Required experience: The intern should have several opportunities to preach, teach, and lead group discussions.

24. Able to plan, execute, and lead or participate in a mission opportunity either foreign or domestic.

25. Able to build a reproducible community of disciples through small group and one-to-one discipleship.

- Required experience: The intern will gather and lead a small group and disciple the willing members one on one.

26. Able to provide biblical guidance in mentoring students.

- Optional CCMI: Coaching and Mentoring Skills

27. Is baptized in the Holy Spirit, operates in the gifts of the Spirit, and is able to pray with others to be baptized in the Holy Spirit.

28. Able to communicate effectively in writing including newsletters.

Intellectual/Educational Introductions

29. Able to explain and defend core theological doctrines and issues.

- Required Theological Foundations and Roundtable: The intern is assigned readings from a systematic theology text (and other sources), provided questions to answer, and participates with the director/discussion leader in theology roundtable discussions.

30. Able to explain and defend Pentecostal theology.

- Required CCMI

31. Able to exegete the Bible properly within its literary and historical context.

- Required CCMI

32. Able to explain and defend women's full access to leadership in the body of Christ.

- Required CCMI

33. Able to provide a compassionate biblical response to same-sex attraction, gender identity, and homosexual practice.

- Required CCMI

Step Nine: Compose the Local CMIT Manual

Each CMIT Director will develop a manual describing the various aspects of the training experiences an intern will receive. Write this manual for the intern. The manual will demonstrate in detail how the three primary areas of training will be addressed: Godly character development, ministry skills acquisition, and intellectual development through the prescribed study program.

The CMIT manual represents a detailed agreement between the Program Director and the intern. It serves the director by keeping the program on course, and it serves the intern by detailing expectations and commitments. It represents the purpose, objectives, policies, and procedures outlined in this CMIT Directors Handbook. It must address and facilitate all the components required for a nationally approved CMIT program as outlined in this CMIT Directors Handbook and include all the items listed below.

Each newly approved program has from the Boot Camp until **June 1** to complete their Local CMIT Manual and submit it to the CMIT Executive Committee. It will be reviewed upon receipt.

The CMIT manual should include the following items.

Aspects of the CMIT Program

1. Statement of Purpose
 - Communicate the purpose and the ultimate intention of the internship.
2. University campus and training site

- Provide a colorful description of the university campus and city that hosts the Chi Alpha campus ministry.
3. The CMIT Director and staff
 - Provide a biographical sketch of the director and all other Chi Alpha staff.
 4. Relationship with the Local and District Assemblies of God
 - Describe the relationship that exists between the local Chi Alpha campus ministry and the Assemblies of God church[es] in the city. Describe the relationship the local group enjoys with the district council. Identify all key individuals involved in these relationships.
 5. Describe the CMIT Leadership Role
 - Provide a clear definition of the CMIT's authority in relationship to the students, student leaders, and staff.
 6. Program Policies
 - Communicate the program's policies regarding vacation, time off, and the dates of the CMIT's Christmas break.
 - Communicate the dating policy during the internship and consequences for non-compliance.
 7. Support Raising Training and Support Team Maintenance
 - Describe how the CMIT will receive training in building a prayer and financial support team and skills in support raising. Indicate expectations for support team maintenance including when the evaluation of the CMIT support newsletters will occur.
 8. Required Finances
 - Provide a basic required budget, one-time program fees, tithing and giving, and consequences of budget shortfalls. Communicate the date by which the CMIT must be fully funded in order to participate in the internship.
 9. Calendar
 - Provide an overview of the entire year of ministry, including key dates of the internship. It should be a complete calendar of study program assignments, meetings, local, district, regional, and national retreats and conferences, staff retreats and staff conferences, etc. Include when the CMIT may travel for Christmas break and when the internship resumes. Provide the calendar of the university.
 10. Credentialing
 - Communicate the requirements, process, dates, and contact information needed to pursue credentialing.
 11. Weekly CMIT Schedule
 - Describe the average work week hours, the Sabbath, expectations of number of hours per week for ministry, studies, activities, etc.
 12. Evaluations, Program Completion, and Placement Information
 - Communicate when the CMIT will receive mid-term and final evaluations. Communicate requirements for successful program completion (e.g., fulfillment of program objectives, able to apply for credentials, director recommendation, etc.) and potential hindrances (e.g., budget shortfall or ethical violations). Inform the CMIT of the options and process for future placement and when in the program calendar the CMIT may begin considering placement options.

13. CMIT Program Objectives

- List the objectives including the experiences and academics that fulfill them.

14. Internship Study Program

- List the theology book(s), Critical Campus Ministry Issues books, and Global University (Berean) coursework.
- Communicate the deadlines for completion of all five non-waived Global University classes.

15. Missions Trip Experience

- Identify what type of missions experience the CMIT is expected to participate in, and when this will occur. Describe what role the CMIT will play in this experience.

16. Ethical Conduct

- Define guidelines for ethical conduct in sexuality, financial dealings, and words, including consequences for policy violation.

17. Pioneering Assessment

- Communicate the availability and cost of a pioneering assessment for CMITs considering pioneering a new campus ministry.

18. Financial Accounts for CMIT Interns

- Communicate the policies and procedures regarding the interns' national, district, or local accounts. Include instructions regarding what receipts and other information to keep for taxes.

CMIT Requirements and Expectations

1. One-on-One Meetings with CMIT Director/Pastoral Supervisor

- Identify when the weekly mentoring meetings of the CMIT Director/Supervisor and intern will occur. Place the meetings on the comprehensive internship calendar. These meetings serve the purpose of character development, pastoral care, personal devotion development, and accountability.

2. Meetings and Activities

- Identify the location of the internship classes. The intern is required to attend all classes.
- Identify how frequently the intern will participate in the local Chi Alpha campus ministry's student leadership meetings. Indicate where and when those meetings will occur. Identify the differing types of student leadership groups that exist and the primary function of each group of student leaders.
- Identify when and where staff meetings occur, how frequently the intern may attend, and what level of participation the intern is permitted in the meetings.
- Describe the main weekly meeting: its format, location, when it occurs, and its primary purpose. The CMIT is required to attend all main meetings.
- Identify all classes, seminars, etc. offered by the local Chi Alpha campus ministry, when they occur, and which ones the CMIT is to attend. The CMIT is required to complete the discipleship training offered in the campus ministry.
- Clarify expectations regarding what fellowship and social events the CMIT is required to attend.

3. Church Attendance

- Identify which local Assemblies of God church the CMIT is required to regularly attend. Clarify expectations as to the CMIT's level of involvement in serving this church. Detail how the CMIT will network with the Assemblies of God officials and local pastors during the internship.

4. Retreats and conferences

- List all local, district, area, and national retreats and conferences, including staff retreats and staff conferences. Communicate the CMIT's attendance expectations. It is recommended, but not required, for the CMIT to attend a national staff conference or an international student (XAi) conference.

5. Prayer

- Communicate attendance requirements at prayer meetings.

6. Worship

- Describe how the CMIT will become involved with the development of worship, both personally and corporately, within the campus ministry.

7. Personal Resource Organizational System

- Instruct the CMIT on how to keep everything they are learning in an organized filing system for future retrieval.

8. Time Management

- Schedule when time management skills will be taught, and what type of system of time prioritization and accountability is required.

9. Financial Management

- Communicate the accountability expectations for the CMIT's personal finances, budget level maintenance, and tithing and giving.

10. Personal Time with God

- Communicate expectations for the CMIT's personal Bible reading and prayer.

11. Personal Evangelism

- Communicate personal evangelism expectations.

12. Discipleship

- Communicate the CMIT is required to lead a small group and disciple the willing members one on one.

13. Physical Exercise

- Communicate physical exercise expectations.

Step Ten: Final Program Review

The Local CMIT Manual is to be submitted on or before June 1. Upon receipt, the CMIT Executive Committee performs a final review of the Local CMIT Manual. The review will be completed no later than 30 days after submission. When the Local CMIT Manual passes final review, the local CMIT program may immediately launch its first class of interns.

The CMIT Intern

Criteria for the Prospective CMIT Intern

1. The prospective intern must be a college/university graduate.
2. The prospective intern's total debt amount must be under the National Chi Alpha Ministry Center's approved limit. While a definite figure is not outlined, an individualized debt to income ratio will be considered on a case by case basis. The National Chi Alpha Ministry Center may make other recommendations if the ratio is deemed to be too high, e.g., work in the marketplace for a year to pay down debt.
3. The prospective intern must be available and willing to commit to the full ten-month CMIT program.
4. The prospective intern must be willing to raise his/her full budget prior to starting the internship.
5. The prospective intern must be willing to apply for ministerial credentials with the Assemblies of God at the conclusion of the internship.

The Application Process for an Intern

A person may apply at any time of the year to become a CMIT intern. However, most CMIT programs prefer to fill their internship class by mid-spring for the following academic year. Priority is given for local placement into a specific CMIT program to those who apply on or before the February 15 deadline.

1. Applications and Character Reference Forms
 - An applicant contacts the National Chi Alpha Ministry Center through its website: www.chialpha.com. There the applicant will find an online CMIT Application form to complete. Should he/she have a question or a problem they may call 417.567.4710.
 - The national CMIT Intern Application from chialpha.com is filled out in detail and submitted back to the National Chi Alpha Ministry Center by February 15 to cmit@ag.org. The applicant can thereby obtain national approval and local acceptance, open a national account, attend support raising training, prepare to attend RUI, and allow sufficient time to raise a CMIT budget before the CMIT internship commences.
 - The application costs are listed below:
 - The application deadline is February 15th - an applicant who submits an application between September 1st and February 15th is required to pay a \$100 non-refundable application fee. Once nationally approved he/she is then affiliated as a Campus Missionary-In-Training with national Chi Alpha.
 - An applicant who misses the February 15th deadline is a person who submits an application between February 16th and August 31st. This applicant is required to pay the \$100 application fee plus a \$75 non-refundable application late fee for a total of \$175. Once nationally approved he/she is then affiliated as a Campus Missionary-In-Training with national Chi Alpha.
 - The CMIT Character Reference Forms are to be emailed to the National Chi Alpha Ministry Center at cmit@ag.org by the people filling out these forms.
 - On the application, the applicant may indicate the nationally approved CMIT program they would like to attend. They may prioritize up to six choices.
2. National Approval and Local Acceptance
 - Once the CMIT Intern Application and Character Reference Forms are received, the file is considered complete,

and the National Training Director either approves or denies approval. Candidates will receive notification of approval (non-approval) and then receive information about opening a national CMIT account.

- Once nationally approved as an intern, the National Training Director forwards their application normally to the first CMIT program of choice. The local CMIT Director will have 15 calendar days to decide if he/she will accept the applicant. If he/she chooses not to accept the candidate, the National Training Director will inform the applicant, and their application will be forwarded to another CMIT program of choice. Once a CMIT Director accepts the candidate, the applicant will be quickly notified.

3. Support Team Building

- Once an applicant receives nationally approval, he/she may open a national CMIT account and begin raising their budget from friends, family, and a home church. Complete and submit the Open Account forms that are mailed with the national approval letter.
- Newly approved interns are expected to attend a Support Raising Seminar offered by Chi Alpha in various locations across the country. See chialpha.com for locations and dates

4. Reach the University Institute (RUI)

- A nationally approved CMIT is expected to attend the Reach the University Institute (RUI) in the month of June before their CMIT program commences. This will serve as an orientation to their internship, i.e., an overview of the Chi Alpha philosophy of ministry, our history, culture, national strategy, and the expectations of our missionaries who serve in Chi Alpha.

5. Arrive at the Internship Site

- The CMIT intern will report to their local program at the invitation of the local program director on the date prescribed in the local manual, once their entire budget has been raised.

The CMIT and Raising a Financial Support Team

A CMIT program demands approximately 55-60 hours per week of involvement. It is impossible to effectively complete a CMIT program and work a part-time job. A CMIT intern must raise a budget prior to the beginning of their CMIT internship to cover the personal and business expenses for this intense internship period. Budgets and local program fees vary from one internship program to another. That being said, the national minimum budget for a single person is \$1,875 per month and \$2,209 per month for a married person.

A CMIT intern is not permitted to itinerate in AG churches to raise a budget. The district council where the potential church itineration could occur must approve all exceptions to this policy. However, a CMIT intern may approach a “home” church for support. A “home” church is where an intern is personally well known. Some interns may have more than one “home” church. He/she may have a personal relationship with previous churches attended, or maybe a grandparent may receive permission for a grandchild to present their calling to the grandparent’s church. Most CMIT funds, however, come from private donors who make a monthly pledge or donate a one-time gift.

National Chi Alpha provides Support Raising Training in many places around the country every spring season. Every CMIT intern should take advantage of a Support Training Seminar before he or she begins to raise an internship budget. Interns who complete Support Raising Training are far more effective in raising an internship budget, and interns who raise a full budget are much more likely to serve long-term in Chi Alpha.

Financial Accounts for CMIT Interns

The CMIT National Financial Account

A CMIT program must utilize a not-for-profit, 501(c)(3) organization to legally receipt and disburse tax-deductible donations to CMIT interns. The National Chi Alpha Ministry Center recommends a CMIT intern apply for a national CMIT account through U.S. Missions.

All CMIT interns are required to obtain medical health insurance with coverage for catastrophic health issues at the minimum. The local CMIT Director is responsible to insure the intern is covered with health insurance—interns must show proof of health insurance.

A CMIT intern with a U.S. Missions account will receive all their funds designated as personal allowance. The personal allowance is for one's own use, e.g., rent, food, car payment, tithes, utilities, etc. It is possible for the intern to request work funds to be added on top of their personal allowance. Work funds are funds used for business purposes, e.g., newsletter printing and postage, meals and mileage on ministry related trips, conference registrations, etc. It is further possible for health insurance funds to be added on as well. All funds received by a CMIT intern are taxable, i.e., personal allowance, work funds, and health insurance funds.

A CMIT intern with a national account is treated as a self-employed person. This means business expenses are accounted for on a Schedule C when reporting taxes to the IRS. Training on how to file self-employment tax is provided at RUI. It must also be reinforced during the internship. CMIT Directors must remind interns how to set aside funds and make quarterly payments to the IRS.

Policy Specific to National CMIT Accounts

- A CMIT applicant must fill out the CMIT application in full. When nationally approved the intern may complete additional forms to request a national U.S. Missions account. It normally takes three to four weeks for a new account to be opened.
- Generic CMIT budgets are used to open a CMIT account. This budget may then be adjusted in consultation between the CMIT intern, the local CMIT Program Director, the National Training Director and/or the National Personnel Director.
- A CMIT with a national CMIT account must attend the RUI prior to their CMIT program. A full orientation to the AGUSM bookkeeping system is provided at RUI.
- A CMIT intern will fill out regular monthly reports to be submitted to U.S. Missions. Once the national CMIT account has been opened, AGUSM will forward to the intern instructions for completing monthly reports online.
- A 5% administration fee is deducted from all general donations.
- An intern's first disbursement check will coincide with the official first month of their CMIT program.
- After the CMIT program has been completed, if the intern graduate has decided to not pursue campus ministry with a national missionary status, a CMIT intern may receive monthly disbursements up to two months. Any balance in the account after two months will be transferred into national Chi Alpha. The CMIT must notify National Chi Alpha to close his or her national account.
- One potential advantage for having a national account occurs when the CMIT wishes to apply for national missionary appointment. The national account for a CMIT transfers directly over to a national missionary associate status. There is no change required for donors to continue giving their contributions.
- All Chi Alpha interns are required to pay one half of their tithe to the National Chi Alpha Ministry Center.

A CMIT with a District or Local Account

It is permitted for a CMIT intern to have funds receipted and disbursed by a district council or local Chi Alpha ministry with 501(c)(3) status.

The CMIT intern with a local/district account must still submit a budget to the National Chi Alpha Ministry Center.

The CMIT intern must show proof of health insurance coverage to the local CMIT Program Director.

A CMIT intern with a local or district account is treated as a self-employed person. This means business expenses are accounted for on a Schedule C when reporting taxes to the IRS. Training on how to file self-employment tax is provided at RUI. It must also be reinforced during the internship. CMIT Directors must remind interns how to set aside funds and make quarterly payments to the IRS.

Local CMIT Program Fees and Tithes

Most local CMIT programs will require a CMIT fee. This fee often covers books, conferences, and materials provided throughout the course of the internship. Some programs will require the fee to be paid up-front, others will ask for payment monthly. The local fee amounts vary from program-to-program.

Chi Alpha campus ministers and CMIT interns are expected to comply with the affiliated Leaders' Financial Responsibility Statement as noted on the Chi Alpha affiliation form. This statement requires Chi Alpha personnel to give one half-tithe to the Chi Alpha National Ministry Center.

Ministerial Credentials

The CMIT program is designed to make persons eligible to apply for two classifications: Nationally Appointed Missionary and Credentialed Minister.

First, the CMIT program is designed to lay the foundation required to be an effective university missionary. This is accomplished as the training focuses on areas of character, ministry skills, and intellect.

A second classification, that is just as essential, is preparation to receive ministerial credentials with the Assemblies of God. Being a Credentialed Minister opens the door to ministry in an official, vocational capacity.

The Assemblies of God offer three levels of ministerial credentials:

- Certified Minister
- Licensed Minister
- Ordained Minister

A Certified Minister is the entry-level status for the beginning career minister. In most places a person can become an associate campus minister with the certified minister status. In certain situations, a person may be permitted to become the director of a Chi Alpha ministry as a Certified Minister. A Certified Minister is also eligible for a housing allowance.

The second and preferred level of credentialing is the Licensed Minister. This level provides full privileges as a minister within the Assemblies of God. As a Licensed Minister, a full-time campus missionary is eligible to itinerate in churches for support if the work district endorses them.

A person must serve a minimum of two years as a Licensed Minister before becoming eligible for Ordained Minister—the third level.

Without ministerial credentials it is difficult to find placement as a Chi Alpha staff person. A CMIT who falls behind in their studies that lead towards ministerial credentials, while in the CMIT program, may find him/herself well equipped to be a

campus missionary with no place to go. Credentials unlock the door.

It is a role and responsibility of the local CMIT Director to make sure a person completes all coursework toward being eligible to apply for ministerial credentials. In fact, an intern cannot graduate from their CMIT program until they are eligible to apply for at least the first level of ministerial credentials with the Assemblies of God.

Completion of CMIT Program by an Intern

A CMIT intern officially completes the Chi Alpha new missionary training when he or she

1. Actively participates in RUI.
2. Successfully satisfies the objectives of the CMIT internship.
3. Passes the four Global University courses not waived, (i.e., BIB 114 Christ in the Synoptic Gospels; BIB 115 Acts: The Holy Spirit at Work in Believers; BIB 117 Prison Epistles: Ephesians, Colossians, Philippians, and Philemon; THE Assemblies of God History, Missions, and Governance).
4. Completes the following:
 - a. CMIT Program Evaluation by the CMIT Intern.
 - b. The CMIT Director completes the National CMIT Final Intern Evaluation.
 - c. Both evaluations are submitted to the National Chi Alpha Ministry Center. The evaluations are due 15 days after the conclusion of the CMIT program.
5. Receives the Global University (Berean) Course Waiver. The waiver is granted when both evaluations are received by the National Chi Alpha Ministry Center and the CMIT has attended RUI.

An intern who successfully completes a CMIT program will most often be prepared for one of five university ministry options:

- Become a campus missionary associate within an existing Chi Alpha group.
- Assume the directorship of a Chi Alpha group whose campus missionary has vacated his or her position.
- Pioneering a new Chi Alpha group on a strategic unreached campus, in conjunction with the national pioneering strategy.
- Attend a seminary for further theological development before beginning vocational campus ministry.
- Pursue world missionary status and serve on a foreign university.

Final Intern Evaluations

Each CMIT intern is to receive a detailed, comprehensive final evaluation at the conclusion of the CMIT Program.

It is highly recommended a mid-term evaluation be administered that models the final evaluation. The mid-term evaluation provides a status report on the progress of the intern midway through the internship, and indicates where improvement is expected.

The following policies and procedures correspond to final evaluations of interns:

- A **National CMIT Intern Final Evaluation** for each CMIT intern and CMITe in the program must be sent to the National Training Director within 15 days of the completion of the CMIT program. See Appendix: National CMIT Intern Final Evaluation Form By the CMIT Director.

- A corresponding **CMIT Program Evaluation by the Intern** is to be submitted by each CMIT intern and CMITe to the National Training Director within 15 days of the completion of the CMIT Program. See Appendix: CMIT Program Evaluation By the CMIT Intern.
- An intern cannot receive a Missionary Associate (MA) status until both evaluations are received.
- The Global University (Berean) course waiver will not be granted until both evaluations are received.

Intern Graduate Placement

The National CMIT Intern Final Evaluation by the Director, conducted by the CMIT Director, will be used as an endorsement for the internship graduate when pursuing campus ministry options. This final evaluation occurs within 15 days after the completion of a CMIT program.

Although, campus ministry staff openings and inquiries occur at almost any time of the year, there is one note of caution. It is not beneficial to the CMIT intern to become overly concerned with future placement. Pursuing placement situations may distract him or her from the training process. As a guideline it is recommended an intern only begin to seriously consider placement options 60-90 days prior to the program's completion.

A CMIT graduate cannot be placed by a decision of their local CMIT Director. Ministry placement requires resumes, interviews, and approvals by a variety of people involved. However, the local CMIT Director can give an accurate reference and endorsement for the CMIT graduate.

The National Training Director is not able to place CMIT graduates into a campus ministry position. Placement is a decision prayerfully made depending upon the CMIT graduate sensing an affirmation from the Lord to go to a particular university, the corresponding affirmation from his/her CMIT Director to pursue the opening, and an endorsement from the appropriate Area Director and District Chi Alpha Directors. Additional district council officials as well as local pastors may also be involved in the interviewing process.

Campus Missionary-in-Training Extended (CMITe)

The term Campus Missionary-In-Training Extended (CMITe) is reserved for the nationally approved CMIT who extends his/her CMIT program for an additional period of time. The normal CMIT program is a 10 month program running concurrently with an academic calendar.

A CMIT may need additional supervised training and mentoring beyond the normal program time period. This may be necessary due to personal issues that surfaced during the CMIT program, or ministry skills that require more maturation.

The CMIT program may be extended for an additional semester/quarter, or even for an additional academic year.

A CMIT with a national CMIT account may keep this account open during his/her CMIT-extended program. If upon completion of the CMITe program the CMITe is not affirmed by the director, then the national account will be closed following the completion of the CMITe program. The determining factor for whether a person receives CMITe status is the need for their program to be extended, not their national account needing to stay open.

The CMIT Director will indicate on the National CMIT Intern Final Evaluation that this person will extend the internship for a semester or full school year.

The CMITe intern must fill out the CMIT Program Evaluation by Intern and also indicate he/she plans to extend the program.

A CMITe who is not ready for vocational ministry after an extension of up to a second full academic year will not be permitted to extend his/her internship beyond this period of time (i.e., total of two academic years, four semesters, or six quarters). If he/she still affirms a call of God for vocational ministry and has completed an extended CMIT program, but the CMIT Director is unable to endorse him/her for vocational campus ministry, other ways to continue personal development

should be considered (e.g., seminary or local church ministry).

When the CMITe program comes to an end, the CMIT Director must complete the **National CMIT Intern Final Evaluation** a second time and send it to the National Training Director within 15 days. CMITe intern must also complete the **CMIT Program Evaluation by the Intern** a second time and send it to the National Training Director within 15 days.

When both evaluations are successfully completed, the CMITe intern can receive Missionary Associate status and the waiver for Global University (Berean) coursework can be granted.

Minority Mobilization Fund: Funding Assistance to Minority CMIT Interns

[Check with the National Chi Alpha Ministry Center for updated information.]

The purpose of the Minority Mobilization Staff Fund (MMF) is to mobilize and empower underrepresented ethnic minorities into the Chi Alpha missionary ranks. This fund's narrow focus is to help open the door for potential ethnic minority missionary candidates. The fund currently concentrates on helping with initial, short-term financial needs (the first 1-2 years) of CMITs in the following ways:

- Provide anchor-level support to finalize a candidate's final 15% of monthly financial support
- Provide training grants to cover CMIT internship fees and other related expenses
- Provide emergency grants for car repairs, health and medical expenses, and crisis events

The MMF is not designed to replace the responsibility each CMIT has to seek God, share their vision and calling, and make the appeal for partnership. Its purpose is to alleviate the "burden," due to cultural and ethnic complexities, that may be too much to bear. It is also hoped this fund will be only a small part of what the Chi Alpha community does to help mobilize those who are currently underrepresented.

Grants from this fund are currently available to CMITs. At this time, Missionary Associates and "give a year" individuals are not eligible. The purpose of this fund is to help increase the number of long-term ethnic minority missionaries within Chi Alpha.

Any ethnic minority missionary candidate who has been approved by National Chi Alpha to serve as a CMIT or who has recently graduated from a CMIT Program is eligible to receive grant money from the MMF.

The Application Process:

1. All grant requests are to be made by the CMIT's Director.
2. Application deadlines are as follows:
 - a. Anchor Level Support: June 1 for new academic year.
 - b. Training Grants: Applications received January to April during CMIT program.
 - c. Emergency Grants: Any time of the year.
3. Once an application is received it is assigned to an Application Review Board member for review and process. The board member will contact the CMIT Director, the potential candidate, support raising coach, and minority mentor and conduct phone/video interviews. The purpose of these interviews is to get a better understanding of the CMIT's call, struggles, and need as well as to answer questions regarding the application process. The board member will also pray with each individual. It is our desire that the review process be relational, pastoral, and Spirit-empowered.
4. Applications will be reviewed at the next quarterly board meeting. Application Review Board meetings are in July, February, and May. The board will pray for each CMIT applicant and approve applications based on the Holy Spirit's

direction, information gathered from phone interviews, and availability of funds.

5. Board decisions will be communicated, whenever possible, to both the CMIT Director and potential candidate by the same board member who conducted their interviews.

Anchor-Level Grants

Recent Research shows that CMITs who do not raise their full budget for the CMIT program struggle financially for years to come and as a result may end up leaving ministry. It is our desire to see ethnic minority missionaries be successful for a lifetime of missionary service. As such, anchor-level grants are awarded in the following manner:

A candidate's application is reviewed by the Application Review Board and is either approved or denied.

Approved candidates will receive the last 15% of monthly support once they have 85% of monthly support raised.

CMITs are encouraged to share their approval with potential donors and let them know they have a matching grant available once they hit 70%.

The Policies

Local CMIT Program Status: Active, Inactive, and Closed Status

Active Status

- A local CMIT program (both Classic and Hub) is considered active when they are currently hosting a nationally approved intern.
- A local CMIT program remains active when the director and campus continue to meet the criteria to offer a program outlined in this Handbook, and they are hosting one or more interns.
- A local CMIT program that maintains active status will be promoted as a nationally approved CMIT program through national promotion.

Inactive Status

- Situations may arise when a nationally approved CMIT program may be placed on inactive status for an academic year. The following are examples when this may occur:
 - A CMIT Director pulls back for personal reasons, i.e., significant change in associate staff, newly married, birth of a child, graduate studies, sabbatical. These are not mandatory reasons, but realistic grounds to take a year off from the CMIT program.
 - The CMIT Director receives National Campus Missionary Appointment and/or is in a deputational cycle.
 - Deficiencies in the CMIT program require a year to address and rectify. The CMIT Executive Committee will oversee and execute this process.
 - Whenever a local CMIT program fails to host a nationally approved intern, this program goes on inactive status, but the program is still promoted nationally.

Closed Status

- Whenever an active local CMIT program no longer meets either the criteria either for the director or the campus group, this program goes on closed status.
- When a local CMIT program does not host at least one nationally approved intern for three consecutive years they will go on closed status and be removed from national promotion.
- A closed local CMIT program wishing to reactivate their internship must submit an appeal letter to the CMIT Executive Committee, whereupon the Committee will determine whether to consider this request and perform an on-site visit and decision for reinstatement. The Ten Steps for CMIT Program Approval will be followed for reinstatement, which entails a 12-month process.

Annual Fees

- All local CMIT programs (active and inactive) must pay an annual renewal fee, and all who pay the annual fees are eligible to attend the Annual CMIT Directors Meeting.
- The annual fee for a Classic Model program is \$100 per year.
- The annual fee for a Hub Model program is \$100 per year for the Hub campus and for each satellite campus.

Annual Local CMIT Program Renewal

Each CMIT Director is to complete an Annual Program Renewal. This is necessary to maintain the active status to offer a nationally approved CMIT Program.

- A CMIT Program Annual Renewal form must be submitted on or before May 15 to remain in active status for the following academic year. See the Appendix.
- All local CMIT programs (active and inactive) must pay the annual renewal fee, and all who pay the annual fees are eligible to attend the Annual CMIT Directors Meeting.
- The annual fee for a Classic Model program, Hub campus, and each Satellite program is \$100 per year.
- Any active CMIT program that does not annually renew their national approval status as outlined in this Handbook will be considered inactive status and ineligible to accept CMIT interns for the following academic year. To regain their active status they must receive approval from the CMIT Executive Committee and submit the CMIT Program Annual Renewal form along with the appropriate annual fee.

The National CMIT Executive Committee

The National CMIT Directors Executive Committee is comprised of six people. The National Training Director of Chi Alpha serves as The National CMIT Director and chairs all meetings and committees. The other five members are appointed by the National CMIT Director.

The National CMIT Directors Executive Committee acts on behalf of the national CMIT program by making decisions at regular committee meetings throughout the year. They serve the program in the following ways:

- They serve as the approval committee for all new program applications.
- They determine policies to govern the development of the national CMIT Program.
- They serve to provide recommendations regarding the national CMIT program to the National Chi Alpha Ministry Center staff.
- They are appointed to serve three-year terms and may be reconfirmed to serve additional terms.
- They meet as is deemed necessary and attempt to conduct most of their business virtually.
- They solicit input from the local CMIT Directors for new policy decisions.
- They set the agenda and logistics for the Annual CMIT Directors Meeting.
- They may declare a local CMIT program go into inactive status for a year or more (inactive means they are not permitted to host an intern), and they may close a local CMIT program for warranted reasons.
- One or two members of the CMIT Directors Executive Committee (depending on availability) will conduct on-site visits of new CMIT program applicants. This includes Classic Model applicants, Hub Campus applicants, and Satellite Campus applicants. The appropriate Area and District Directors are also invited to participate in the on-site visit.

The Annual CMIT Directors Meeting

A two- or three-day meeting for the directors of local CMIT programs is held annually. This meeting intends to provide several benefits:

- Directors share best training practices, identify trends in new interns.

- Directors receive continuing education and training.
- Directors enjoy the camaraderie.
- Directors receive explanation of new policies.
- Directors discuss agenda items created by the National Training Director.
- Directors receive an update on the development of the national CMIT program.
- Directors enjoy informal conversation over meals.

It is expected each CMIT program will send the director or a representative to the annual meeting. The director or a representative will represent a Hub Model. Satellite Campus Directors within a Hub Model also required to attend. Directors pay the travel expenses while the national Chi Alpha budget pays for housing and meals if funds are available. Each program may send one leader, and additional staff may attend at their own expense.

Appendix

The Priorities of the National Chi Alpha Program

Chi Alpha Campus Ministries seeks excellence in all we do. Excellence results from establishing priorities. Priorities insure the main thing remains the main thing, thus enabling us to make smart decisions. Our priorities equip us to think strategically and be Spirit-led in all we do.

Going forward, the national Chi Alpha program is governed by four priorities: Healthy Leaders, Disciple Making Groups, Cross-Cultural Missions, and Spiritual Empowerment. We believe the vital interplay of these quadrants creates a synergy producing healthy local Chi Alpha groups. Chi Alpha best fulfills its mission when it is healthy.

What do we mean by: **Healthy Leaders?**

Every time a person flies on an airliner instructions are given in case of a loss of air pressure. The flight attendant instructs everyone to put their own mask on before helping others. This principle illustrates the pathway to healthy leadership. Effective healthy leaders care for themselves before they lead others.

Clergy now suffer from obesity, hypertension, and depression at rates higher than the general population. Use of antidepressants is rising while life expectancy is falling. In an increasingly connected world, clergy feel a constant pull to answer the call coming in on their cell phones, text messages, and emails at all hours of the day. This constant pull strains missionaries, especially those who won't take time off from their jobs. The vast majority of clergy work more than 50 hours per week, all the while feeling their work and expectations never end.

The needs of the students whom missionaries serve are great and often take precedence over personal physical, emotional, relational, and spiritual health. The Apostle Paul says, "Do you not know that your bodies are temples of the Holy Spirit, who is in you, whom you have received from God? You are not your own; you were bought at a price. Therefore honor God with your bodies," (1 Corinthians 6:19-20, NIV).

Chi Alpha's greatest resource is its missionaries and volunteers. In order for Chi Alpha Campus Ministries to grow, our missionaries must receive resources and support to nurture healthy minds and healthy bodies. Jesus insisted: "Love the Lord your God with all your heart and with all your soul and with all your mind" and "You shall love your neighbor as yourself," (Matthew 22:37, NIV). Chi Alpha missionaries must lead themselves by keeping their oxygen masks securely fastened in these turbulent days. The Apostle Peter further warns, "Be alert and of sober mind. Your enemy the devil prowls around like a roaring lion looking for someone to devour," (1 Peter 5:8, NIV).

In order to accomplish an integration of health and healing, we seek to provide coordination and resourcing of holistic health services utilizing the resources of the Chi Alpha family, the health network and the Christian community. We will work together to nurture the needs of the body, mind, spirit and relationships and thereby affect the overall health of individuals. May the blessing pronounced in 1 Thessalonians 5:23 (NIV) be our legacy, "May God himself, the God of peace, sanctify you through and through. May your whole spirit, soul and body be kept blameless at the coming of our Lord Jesus Christ."

What do we mean by: **Disciple-Making Groups?**

The five-fold ministry model of Chi Alpha, that is, campus communities of worship, prayer, fellowship, discipleship, and missions, fosters health because of its balanced approach to group development. Worship and prayer enable students to encounter God, and mission and fellowship enable students to encounter believers and non-believers in authentic and transformative ways.

That being said, the five-fold model may convey there are five co-equal components to our local ministry model. However, this is not the case. Discipleship is the commanded means and driver to accomplish all our essential values and mission objectives. Discipleship by its very nature is a multiplying, reproducing function within the body of Christ. It is the lens through which all other components come into being. For example, prayer and worship are learned spiritual disciplines, and communication of the gospel in a relevant and thoughtful way is a learned practice. They are the fruitful outcomes of the

discipling process.

Discipleship primarily takes place in relational and incarnational settings, e.g., in a community of students and staff on the university. Our vision is to make disciples who will be lifelong disciple-makers, and our goal is to empower students to reach and disciple other students. We believe the primary goal of Chi Alpha missionaries is to disciple students, who are able to grow devotionally, think biblically, love communally, live wisely, and act globally.



We believe retaining this priority commitment to disciple-making practices and consistently implementing those practices within Chi Alpha will have real and lasting impact within the campus, marketplace, church and world. A true test of discipleship effectiveness is how well we are preparing our students and what will be true of their walk in Christ five years (10, 20, 40 years) after graduation. We seek to lay foundations that will last and grow over time.

We learn this priority from Jesus when he commanded, “Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you.” Making disciples is the driver of the Great Commission. All mission mobilization, all evangelism, and all instruction serve one aim—to make disciples of Jesus Christ from every nation under heaven.

What do we mean by: **Cross-Cultural Missions?**

Chi Alpha Campus Ministries takes the Great Commission (Matthew 28:19-20) to be centric in all we do. This commitment to global evangelization is reflected in our mission statement: “Our mission is to reconcile student to Christ, equipping them through Holy Spirit-filled communities of prayer, worship, fellowship, discipleship and missions to transform the university the marketplace and the world.”

When we use the word “missions,” we mean the deliberate expansion of the Kingdom of God through reaching the spiritually lost, planting new Kingdom outposts (like Chi Alpha groups), training leaders on the campus and throughout the world to proclaim the message of Jesus Christ, and touching the poor and suffering with the compassion of Christ and inviting them to become His followers.

Chi Alpha holds the veritable potential for world transformation. We challenge and call every student to be involved in cross-cultural missions. Equipping for this challenge and call is an integral part of every Chi Alpha group through strategic discipleship and training.

Every student goes. We challenge every student to a global or domestic cross-cultural missions trip at least once in his or her collegiate career or serving in a strategic study abroad capacity. We ask each student to consider giving a year and praying about a lifetime of service in mission.

Every student gives. We challenge every student to give sacrificially and deliberately to missions. Every student is provided opportunities to make this a lifestyle while a student is on campus.

Every student prays. We challenge every student to pray strategically and deliberately with intercession for people who do not know Christ, beginning with their fellow students and extending to the nations of the world.

Every student welcomes. We cultivate a heart to welcome, reach out to, and pray for the international students coming to study on our campuses. We believe it is biblical to offer international students hospitality and in doing so we expose them to the Kingdom of God (Leviticus 19:33-34).

We believe that a Chi Alpha group should be representative of the demographics of the campus it serves. We embrace a diversity based on humanity's sacred creation (Acts 17:26) and the church's diverse ethnic makeup (Rev. 7:9), supernatural oneness (Gal. 3:28) and Jesus-centered unity (John 17:21). We strive to live lives which manifest a Kingdom-ethic witness (Mt. 5:1-15, Luke 4:18-19) and a reconciliation ministry (2 Cor. 5: 16-21, Eph. 2:14-22).

What do we mean by: **Spiritual Empowerment?**

As we focus on healthy leaders, disciple-making communities, and cross-cultural missions, we presume a Spirit-empowered dynamic is integral to the success of these priorities. Campus missionaries are only healthy when empowered by the Spirit, and when reliance upon the gifts of God serves to define a balanced life and ministry.

Spiritual empowerment is at the very core of who we are as Chi Alpha Campus Ministries. Without the constant flow of the Spirit's guidance in our day-to-day ministry and year-to-year planning, we cannot fulfill the mission to which God has called us. If we genuinely believe our mission statement, to transform the university, the marketplace, and the world, we acknowledge it is impossible without an ongoing radical and authentic experience of the power of God flowing through our lives.

Specifically, when we speak of being Spirit-empowered, we are committing ourselves to the operation of the gifts of the Spirit as outlined in 1 Corinthians 12, Ephesians 4, and Romans 12. We are also committing ourselves to a consistent demonstration of the fruit of the Spirit, as outlined in Galatians 5. Flowing in the gifts and exhibiting the fruit of the Spirit are the overt and covert praxis of Chi Alpha Campus Ministries.

As the prevailing culture progressively shifts away from a reliance upon God, we lean inward to a deeper dependence upon the spiritual power that only comes from God, and we lean outward to see each student baptized in the Holy Spirit, trained in the proper use of the gifts, and commissioned for the ministry of reconciliation to God on the campus and beyond.

The Culture of Chi Alpha

Chi Alpha Campus Ministries (XA) is a Spirit-led movement characterized by a unique and distinct culture. Over the past four decades, our culture has been stropped and sculpted. It emerged as a result of Biblical reflection, spiritual discernment, and creative innovation. At times you may hear a Chi Alpha missionary say, “That campus group is truly Chi Alpha,” which means it reflects our unique culture, and further presumes some groups do not reflect our culture.

Why is our culture so important? Empirically, the Chi Alpha culture works; it’s effective; it fosters transformation and sustains growth. So not everything that calls itself “Chi Alpha” truly is Chi Alpha. But those campus groups that foster the Chi Alpha culture are normally marked with healthy leaders and health-giving university ministries.

The Chi Alpha organizational culture is the collective behavior of our leaders and campus groups who hold to the same values, visions, norms, working language, systems, symbols, beliefs and habits. In other words, The Chi Alpha culture is the way we do things around here.

National Chi Alpha wants all Chi Alpha leaders and campus groups to continuously pursue the creation and perpetuation of our unique culture.

The Chi Alpha Vision Statement

We are a Spirit-empowered, diverse community of believers on university campuses, declaring in word and lifestyle our faith in Jesus Christ, equipped to fulfill our purpose in God’s global plan.

The Chi Alpha Mission Statement

We reconcile students to Christ, equipping them through Spirit-filled communities of prayer, worship, fellowship, discipleship and mission to transform the university, the marketplace and the world.

Twelve Evenly Held Beliefs and Actions that Constitute the Chi Alpha Culture

If you sit down with a seasoned Chi Alpha missionary and talk about university ministry for a couple hours, the following beliefs and actions on the next page will come out of every one of them. If it does not come out of them, it simply means the belief is so deeply embedded that it is assumed to be true. This is the oxygen a Chi Alpha leader breathes. These are the standards to which all Chi Alpha leaders are measured. When these are present, you’re truly Chi Alpha.

A Key Observation Regarding Our Beliefs and Actions

The Culture of Chi Alpha aims for health over impact. The number one mistake of leaders who do not represent the Chi Alpha Culture is to shoot for impact over health and depth. Shooting for impact over health is not sustainable over the long-term. The Chi Alpha strategy is to build deep to go wide. A Chi Alpha missionary is very concerned with the manner of disciple the student will be at age 40, and serves students in the present with this in mind.

The Culture of Chi Alpha			
Beliefs		Actions	
Mission			
World Evangelism and Compassion	The Great Commission and the Great Commandment	Evangelistic and Cultural Mandates	The passion of Chi Alpha
The Strategic Mission Field	Transform a student—change the world	Renewing Vision	The passion of Chi Alpha
Cross-Cultural Ministry	Make disciples of nations at our door	International Student Ministry	Hospitality to the foreigner among us
Global Outreach	Make disciples of all nations	Students in Mission	Fostering missional students
Multiplication			
Biblication Discipleship	Build deep to go wide	Life-on-Life Transgenerational Discipleship	We make disciples that make more disciples
Student Leadership Development	Where time is best invested	Training, Mentoring, and Coaching	The key to growth
Missionaries are Servant Leaders	How we do it	Team Building	The way we do it
Women in Leadership	Freedom to follow your calling	Encourage Opportunity	Unquestioned reality
Mutuality			
Authentic Relationships	Get real	Community Forged by Openness & Love	The dynamic most highly valued by students
Authentically Pentecostal	Our distinctive: decentralized anointing	Spiritual Gifts and Fruitfulness	The fuel of Chi Alpha
Devotion	Consecration	Real Worship	Results in sacrifice and obedient living
Diversity	Ethnicity, gender, nationality, religious background	Reach All Campus Demographics	A true evidence of Pentecost

Global University Courses (Berean School of the Bible)

Ministerial Studies Diploma

Note: Courses highlighted in **red** indicate courses that will be waived as result of successful completion of a CMIT Program and full attendance at Reach the University Institute (RUI).

Upon completion of the Ministerial Studies Diploma (including all three levels of study), the student will have met the minimum academic requirements to apply for the ordination process with the General Council of the Assemblies of God in the United States. Successful completion of the Ministerial Studies Program should prepare the student for credentialing interviews and tests. The student will have mastered the basic Bible content (Old and New Testaments), theological principles, and practical ministry skills for service in a church leadership position.

Note: Ministerial credentials are issued by the General Council of the Assemblies of God, not by Global University. This program provides academic training, not ministerial recognition.

Level One (Certified Minister)

Upon completion of the Level One Ministerial Certificate, a student should possess the academic requirements to apply for Certified Minister status in the U.S. General Council of the Assemblies of God. This would include a working knowledge of Bible study methods, New Testament content, and Pentecostal doctrine. He or she should possess the basic skills needed to begin serving in a ministerial role in the local church.

- BIB 114 Christ in the Synoptic Gospels
- **THE 114 Introduction to Pentecostal Doctrine**
- BIB 115 Acts: The Holy Spirit at Work in Believers
- BIB 117 Prison Epistles: Ephesians, Colossians, Philippians, and Philemon
- **BIB 121 Introduction to Hermeneutics: How to Interpret the Bible**
- **MIN 123 The Local Church in Evangelism**
- **MIN 171 A Spirit-Empowered Church: An Acts 2 Ministry Model**
- THE 142 Assemblies of God History, Missions, and Governance*
- **MIN 181 Relationships and Ethics in Ministry**
- **MIN 191 Beginning Ministerial Internship**

*THE 411 The Church: Pentecost to Reformation may be taken in place of THE 142 Assemblies of God History, Missions and Governance for those students who are not pursuing Assemblies of God credentials or who are not affiliated with the Assemblies of God. Credential candidates may not take THE 411 in place of THE 142.

Level Two (Licensed Minister)

Upon completion of Level Two Ministerial Certificate, a student should possess the academic requirements to apply for Licensed Minister status in the U.S. General Council of the Assemblies of God. This would include a mastery of specified Bible content, systematic theology, and ministry skills.

Note: Students who completed their Level One (Certified) studies under the previous eleven-course plan (1997-August

2005] should follow the Level Two Transition Program.

- THE 211 Introduction to Theology: A Pentecostal Perspective
- BIB 212 New Testament Survey
- BIB 214 Old Testament Survey
- BIB 215 Romans: Justification by Faith
- MIN 223 Introduction to Homiletics
- THE 245 Eschatology: A Study of Things to Come
- MIN 251 Effective Leadership
- MIN 261 Introduction to Assemblies of God Missions
- MIN 281 Conflict Management for Church Leaders
- MIN 291 Intermediate Ministerial Internship

Level Three (Ordained Minister)

Upon completion of Level Three Ministerial Certificate, a student should possess the academic requirements to apply for Ordained Minister status in the U.S. General Council of the Assemblies of God. This would include mastery of several of the more difficult books of the Bible, advanced theological concepts, and administrative skills required for ministerial roles.

Note: All students who have completed Levels One and Two, whether under the pre-2007 requirements or transitional license, should take the following Level Three (Ordained Minister) requirements:

- THE 311 Prayer and Worship
- BIB 313 The Corinthian Correspondence
- BIB 318 The Pentateuch
- BIB 322 The Poetic Books
- MIN 325 Preaching in the Contemporary World
- MIN 327 Church Administration, Finance, and Law
- MIN 381 Pastoral Ministry
- MIN 391 Advanced Ministerial Internship

The National Campus Missionary Appointment Process

A Nationally Appointed Campus Missionary is a personnel category, which has been approved by Chi Alpha Campus Ministries and the Assemblies of God U.S. Missions. An Assemblies of God missionary will have a national account and report directly on finances and ministry activity to the National Chi Alpha Ministry Center and to Assemblies of God U.S. Missions. They are also required to work closely with their home and work districts and with the district Chi Alpha committee in the district where they serve.

1. Upon the completion of your CMIT internship and receiving credentials with the Assemblies of God, you are now eligible to apply for national missionary appointment with Chi Alpha Campus Ministries through U.S. Missions.
2. Contact your District Chi Alpha Director to clarify the need in the district (state) where you feel called to serve.
3. Complete the application and submit it to U.S. Missions. U.S. Missions conducts orientation twice a year—in March and September. All applicable paperwork is due December 1 for the March orientation, and the deadline is July 1 for the September orientation.
4. U.S. Missions conducts prescreening, including criminal and financial background checks, personality assessment and analysis, seeks district approval, and reviews all references.
5. Upon approval of the U.S. Missions Executive Committee, you will be interviewed by a Chi Alpha committee. After their approval, you will be invited to the next orientation.
6. After completing the week of orientation, you will receive a newly revised budget and will be released to raise support as a full time missionary candidate.
7. Support raising must be treated as full-time ministry and you will not be allowed to serve on campus until your entire budget is raised.
8. When your budget is raised, you will receive approval from U.S. Missions to return to the campus of your calling.
9. Attend the GO! conference.

The National Campus Missionary Associate Appointment Process

Another personnel category is the Nationally Appointed Campus Missionary Associate. The basic criterion is practically the same. The difference here lies in the lack of ministerial credentials, or lack of full-time campus ministry experience. The process to receive this status is basically the same as the Nationally Appointed Campus Missionary. The following describes the process to become Nationally Appointed.

Step One: CMIT Internship

- Apply to become a Campus Missionary-In-Training, receive national approval and local acceptance.
- Consider opening a national CMIT financial account for the receipting and disbursement of CMIT funds.

Step Two: Reach the University Institute [RUI]

- A nationally approved CMIT should register to attend RUI normally held each June.
- RUI serves as an orientation to the CMIT program; it also networks you with the national Chi Alpha program.

Step Three: CMIT Program/Bible College and Experience

- Successfully complete your CMIT program and receive a favorable final evaluation from your CMIT Director. In some cases, persons with a Bible college degree and two or more years of experience will be considered for missionary associate status.
- The degree and experience may be considered in lieu of a CMIT program. This is not the recommended path, however. A CMIT program is recommended for everyone.

Step Four: National U.S. Missions Missionary Application

- A CMIT with a favorable evaluation who has at least a ministerial license with the Assemblies of God is encouraged to apply for National Campus Missionary Appointment. You may do so by contacting the National Chi Alpha Ministry Center.
- Applicants with a Bible College or seminary degree and two or more years of experience may qualify for appointment as a Campus Missionary Associate until they have completed experience and credentialing requirements for full National Appointment.
- District approval is required for National Appointment.
- The local CMIT Director, the national staff training representative, and the National Chi Alpha Personnel Director will work closely with the CMIT in finding placement.

Step Five: Interview and Orientation

- Two campus missionary interview/orientations are conducted annually.
- The applicant [and his/her spouse, when applicable] will be interviewed by the Executive Ministry Team.
- The applicant will work with the National Chi Alpha Personnel Director to determine a personal and work budget.
- The applicant will meet the promotions area to help in assembling promotional material such as pledge forms, promotional photos, and press releases.

- The Chi Alpha National Leadership Team and the national U.S. Missions Committee will determine whether the applicant should be appointed or not. This will usually take place within one week of the interview. Notification of appointment will be in writing.

Step Six: Deputation

- After approval to missionary candidate status and determination of placement, the missionary candidate must raise 100% of his/her Assemblies of God U.S. Missions approved budget before placement and campus ministry can begin.
- The National Chi Alpha Ministry Center will do several budget progress evaluations and counsel the candidate missionary in how to most effectively reach those goals.

Step Seven: Placement

- The National Chi Alpha Personnel Director and Area Director will work with the District Chi Alpha Representative or Director (DXAR/DXAD) in determining viable targets and placement opportunities for the Nationally Appointed Campus Missionary.
- The DXAR/DXAD will do advance work for placement. The goal is to locate “point” churches to make up the balance of the newly appointed missionary’s budget.
- The National Chi Alpha Personnel Director will work with the DXAR/DXAD in an effort to mobilize tentmakers/alumni to help campus missionaries plant new groups.

The Ministerial Credentialing Process

To become a full-time vocational minister with Chi Alpha Campus Ministries will require two levels of credentialing.

The first level is approval from Chi Alpha itself. This is accomplished by successfully completing our national training, e.g., RUI and the CMIT program. This level of training equips you to do effective ministry in a university context. University ministry is a unique type of missions work and demands specific training.

The second level is approval from the General Council of the Assemblies of God. You accomplish this through satisfying educational requirements of the General Council. They are interested specifically in your call of God for full-time ministry, your religious experience, your theological training, and your loyalty to the Assemblies of God. When you receive this level of approval, it is referred to as obtaining ministerial credentials.

Ministerial credentials permit you to be a recognized minister with the Assemblies of God and in the eyes of the state/government. You are now eligible to perform sacred functions, i.e., perform marriages, funerals, etc.

The General Council of the Assemblies of God is the name that refers to all churches, ministers and members within the Assemblies of God in the USA. Every two years, a gathering called the General Council convenes. This General Council gathering is comprised of the ministers and delegates from the churches in the USA. They gather to conduct the business of the General Council.

The General Council is comprised of district councils. A district council is in most cases a geographical sub-division of the General Council, and in most cases is equivalent to a state, e.g., The Illinois District Council, The Oregon District Council. In some cases a state may have two or more district councils, e.g., The North Texas District Council, The West Texas District Council, and The South Texas District Council.

Each district council has full-time district officials, e.g., the district superintendent, the assistant district superintendent, the district secretary/treasurer, etc. Each district council is sub-divided into sections. Each section has a sectional presbyter [who is normally a senior pastor ministering within that section]. The district officials and the district presbytery make up the governing bodies within the Assemblies of God whenever the General Council is not in session.

To obtain ministerial credentials you must first contact either a district official or your sectional presbyter. If you do not know who they are, please ask your Chi Alpha campus missionary or a local Assemblies of God pastor. They will know this information.

Introduce yourself to your sectional presbyter and tell them of your call to university ministry and your desire to become a Credentialed Minister. They can then outline the procedure required within your district council.

In most cases this will require you to fill out an application and have an interview with a credentialing committee. Beyond that, you will be required to satisfy prescribed theological coursework to be eligible for ministerial credentials. These studies are not necessarily the studies you take through Chi Alpha. However, we will try to make your CMIT program flexible enough to incorporate these courses.

The Assemblies of God have three levels of ministerial credentials, e.g., Certified Minister, Licensed Minister, and Ordained Minister. Each level builds upon the previous. Each level has theological coursework requirements and ministry experience requirements. Each district council determines what those requirements will be.

The following is the General Council required Global University coursework for ministerial credentials and those waived (w) in lieu of completing Reach the University and a CMIT program.

Level One (Certified Minister)

- BIB 114 Christ in the Synoptic Gospels
- THE 114 Introduction to Pentecostal Doctrine
- BIB 115 Acts: The Holy Spirit at Work in Believers
- BIB 117 Prison Epistles: Ephesians, Colossians, Philippians, and Philemon
- BIB 121 Introduction to Hermeneutics: How to Interpret the Bible
- MIN 123 The Local Church in Evangelism
- MIN 171 A Spirit-Empowered Church: an Acts 2 Ministry Model
- THE 142 Assemblies of God History, Missions, and Governance *
- MIN 181 Relationships and Ethics in Ministry
- MIN 191 Beginning Ministerial Internship

* THE411 The Church: Pentecost to Reformation may be taken in place of THE142 Assemblies of God History, Missions & Governance for those students who are not pursuing Assemblies of God credentials or who are not affiliated with the Assemblies of God. Credential candidates may not take THE 411 in place of THE 142.

Level Two (Licensed Minister)

- THE 211 Introduction to Theology: A Pentecostal Perspective
- BIB 212 New Testament Survey
- BIB 214 Old Testament Survey
- BIB 215 Romans: Justification by Faith
- MIN 223 Introduction to Homiletics
- THE 245 Eschatology: A Study of Things to Come
- MIN 251 Effective Leadership
- MIN 261 Introduction to Assemblies of God Missions
- MIN 281 Conflict Management for Church Leaders
- MIN 291 Intermediate Ministerial Internship

Level Three (Ordained Minister)

- THE 311 Prayer and Worship
- BIB 313 The Corinthian Correspondence
- BIB 318 The Pentateuch
- BIB 322 The Poetic Books
- MIN 325 Preaching in the Contemporary World

- MIN 327 Church Administration, Finance, and Law
- MIN 381 Pastoral Ministry
- MIN 391 Advanced Ministerial Internship

There are two primary ways to take these courses. Go to a Bible college, or take them by correspondence. You may take these courses at the Bible institute level or Bible college level. The institute level courses are normally less demanding and can be completed faster than the Bible college level courses which are more demanding and thorough.

For further answers to your questions regarding ministerial credentials, please discuss this with your CMIT director, your sectional presbyter, district officials, or contact the National Chi Alpha Ministry Center.

The National Action Steps for CMIT Intern Applicants

(Steps in black: actions taken by Chi Alpha personnel. Steps in blue: actions taken by U.S. Missions [USM] Administration.)

1. Answer questions from inquirers (phone or email/text) before applicant completes application.
2. Application received – date recorded – payment deposited by USM Finance.
3. If payment is not included, follow-up with applicant is initiated as many times as needed to gain a response by Personnel assistant.
4. Applicant information entered into Chi Alpha database by Personnel assistant.
5. Email is sent to applicant confirming Personnel assistant received their application.
6. Create file on applicant by Personnel assistant.
7. Wait for all three references to be received. Personnel assistant follows up with applicant if all the references are not received in a timely manner.
8. Once file is complete (application + 3 references) the file is sent to person to pre-vet the application, which means it is thoroughly read and comments are made on a vetting response form.
9. In pre-vetting red flags are highlighted which may require contact with the applicant to gain greater clarity by either pre-vetter or the National CMIT Director
10. The person doing pre-vetting sends application onto the National CMIT Director (NCD) for official vetting
11. The NCD reads the application and reviews pre-vetting comments, closely examining references, and makes a decision to approve/not approve application.
12. Sometimes red flags are highlighted by NCD that may require contact with the applicant to gain greater clarity.
13. Sometimes a questionable application is sent to preferred local CMIT director to see if local director will accept the applicant. If local director is willing to accept applicant, then the NCD will approve applicant.
14. The NCD sends Approval/Not Approved form back to the Personnel assistant.
15. The Personnel assistant sends out an approval packet of information to applicant that includes a book on support raising, information on XA support raising training, and information on up-coming RUI
16. Email with file attached is sent to local CMIT program director for review and Personnel assistant records date on tracking sheet.
17. Personnel assistant follows up with local CMIT program director if no response is given in a few weeks.
18. When local CMIT director accepts applicant Personnel assistant records the Placement date on tracking sheet.
19. The Personnel assistant sends a Placement letter to applicant.
20. The Personnel assistant double-checks to see if all application fees are paid and follows up with the applicant until the fees are paid.
21. The Personnel assistant asks for and receives the “Open National Account” forms from the applicant and follows up with them until the documents are received.
22. A criminal background check is performed by USM on the applicant.

23. The approved CMIT applicant is sent to the USM Executive Committee to be officially approved as a worker with USM/XA.
24. The Personnel assistant officially affiliates the nationally approved CMIT with national Chi Alpha.
25. The approved CMIT is notified by email from USM Finance when their national account is opened, and what their account number is, and information is provided on how the national account system works.
26. A reminder is sent to all approved CMITs to register for and attend RUI.
27. Confirm with the local CMIT program directors that all the interns listed are truly active and will be part of the CMIT internship.
28. After you have taken all these action steps up to 15% of the applicants will drop out of the program.
29. At the end of the year, send evaluations to interns and local directors and do follow-up on receiving the evaluations.
30. Submit the USM Executive Committee forms to either change accounts from intern to missionary associate or to close accounts of interns who do not pursue Chi Alpha.
31. Reflect all changes in missionary status in the national Chi Alpha database.

Form Links

[CMIT Program Evaluation by Intern](#)

[CMIT Intern Final Evaluation by Director](#)

[CMIT Program Annual Renewal](#)

[CMIT Application](#)

[CMIT Spouse Addendum](#)

