



# **The Secular Student Project @ The University of Vermont**

XA Campus Missionary-In-Training Internship  
2022-2023 Manual

## Welcome to the University of Vermont Chi Alpha CMIT Program

We're so glad you've responded to the call of God to serve students at UVM! We are convinced that colleges and universities are the most strategic mission field in the world. This is especially true in New England which is home to some of the most prestigious yet also some of the least Christian, least churched campuses in America.

Less than 3% of UVM's Class of 2025 identified as Christian, and fewer than 100 students participate in an evangelical campus faith community. This mirrors similar statistics for the State of Vermont, where less than 2% of the population attends a Bible-believing church on any given Sunday. Christians and church leaders need to ask, "How can we contextualize the Gospel to reach our increasingly secular culture? What models of discipleship, worship, community, and witness will effectively invite people into a transforming encounter with the person of Jesus?"

That is our goal for this internship. Our hope is that you will find it both challenging and rewarding. We pray you will grow in your understanding of the Biblical story and how it speaks into our culture. We hope you will gain new skills in Bible study, leadership, discipleship, and evangelism. We're excited to see how God will use you to impact students on our campus.

We are even more excited, however, to see how God will use this year to grow and transform *you*. It is our heart that these next ten months will shape you as God reveals Himself in ever greater ways to you. I encourage you to set your heart on developing a deeper intimacy with Jesus. Commit this year to better hearing the Holy Spirit and to partnering with the work God is doing in the people around you.

Joe Gavin  
CMIT Director, UVMXA

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## **PURPOSE AND REQUIREMENTS**

A Chi Alpha CMIT program is a 10-month internship designed to train individuals in every aspect of vocational, full-time campus ministry. A CMIT program is a bridge between a college education and vocational university ministry on a secular campus. During this time a person can test his or her calling into full-time university ministry. This training takes place under the guidance of experienced campus missionaries as the CMIT participates fully in supervised ministry to a campus community and learns how to implement the mission of Chi Alpha.

The Campus Ministry In Training (CMIT) Program at UVM is specifically designed to train and equip individuals for vocational campus ministry in a post-Christian and secular context. This experience is a combination of directed Biblical study, practical ministry experience, and mentoring by experienced campus ministers.

### **What are the Requirements of this CMIT program?**

- A person must be approved by the Chi Alpha National Ministry Center to be a CMIT.
- A CMIT must open a national CMIT account through our national office for the purpose of receipting and disbursing CMIT funds.
- A CMIT must attend the Reach the University Institute [RUI] during the summer prior to their CMIT program unless they attend a Quarter School.
- The CMIT must raise their full CMIT budget prior to starting the internship.
- The CMIT must be a college graduate.
- The CMIT must be willing to commit to the full 10-month program.
- The CMIT must fulfill the requirements for ministerial credentials with the Assemblies of God by the conclusion of their internship.

## **RATIONALE BEHIND AN INTERNSHIP**

### **What does a CMIT Program Encompass?**

The CMIT program is specifically designed to develop a person's spiritual depth, personal character, relational quotient, and university ministry skills (theologically, intellectually, and professionally).

### **You Learn Best What You Do**

Men and women who serve as campus missionaries are a combination of teacher, counselor, and surgeon. We teach eternal truths. We give counsel to countless students. We perform delicate soul-surgery by rightly using the scalpel of the Word of God under the guidance of the Holy Spirit.

The teacher, counselor, and surgeon all must practice their craft through supervised internships and residencies to adequately prepare themselves for their vocation. How much more should campus missionaries who influence students' spirituality and personal integrity be prepared for their calling and service!

Campus missions 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 the internship's 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."

A CMIT is not relegated to being a staff person's assistant or a special projects person. Instead, a CMIT is a campus missionary under training. In that position, she takes on the work, challenges, and intensity that each campus minister faces. The CMIT learns best who they are as well as what she does best. In doing so, the CMIT experiences a molding of the heart, mind, and spirit that prepares her for a career in the strategic mission field of the university.

## FINANCES

### Financial Support of CMITs

CMITs will be required to raise their support in accordance with National Chi Alpha guidelines. As a general rule, a realistic budget in Burlington is about \$2,500 per month for a single person and about \$3,000 per couple. *A CMIT must have medical insurance.* The budget may be, within reason, adjusted either up or down with the agreement of the intern, the CMIT director, and the national Chi Alpha office.

It is the responsibility of the CMIT to raise their entire budget prior to the beginning of the CMIT program. The CMIT may commence their internship at 85% of budget raised, but they must have the remainder raised within the next three months. A fully raised budget is necessary for a favorable final evaluation at the end of the CMIT program.

Should your support fall below 85%, you may be asked to take a leave from the CMIT program to re-establish your support team. This could jeopardize your graduation from the CMIT program within the 10-month time frame.

### Internship Fees

All CMITs will be expected to pay their internship fee in a prompt and timely manner. The internship fee is either \$1200 paid at CMIT orientation or \$600 paid at CMIT orientation and January 1st. This fee goes toward offsetting the cost of materials, books, conference/retreat fees, honoraria for guest teachers, and involvement in ministry programming.

Additionally, CMITs are required to tithe their remaining five percent (after national half tithe deduction) to UVM Chi Alpha.

## SCHEDULE AND INVOLVEMENTS

Priority management is a special challenge and a crucial skill for the dedicated campus missionary. You must be self-motivated and self-starting. You must become able to set your own schedule and then live by it. You must learn to let your schedule reflect your values and priorities. Time is irreplaceable. Guard it carefully.

*"Therefore be careful how you walk, not as unwise men but as wise, making the most of your time, because the days are evil."* Ephesians 5:15-16 NASB

This CMIT program will assist you in maintaining a wise and redemptive use of time in keeping with your calling from God. At the same time, it will caution you in the abuses of time - laziness at one extreme, and workaholism at the other.

Between personal devotions, CMIT meetings, study, and on-campus activities, you should design a schedule that occupies more than 40 but less than 50 hours per week. **You will be expected to maintain a weekly schedule throughout the internship and will be asked to produce it occasionally at director / CMIT meetings for review.**

An approximate typical weekly breakdown for an intern is:

- ❖ 20 hours per week on campus involved in small group leadership, evangelism, one-to-one discipleship, student follow-up, etc.
- ❖ 20 hours per week in study and preparation for classes
- ❖ 15 hours per week for administration and staff meetings.

### Weekly Free Time

Each CMIT is expected to take at least one 24-hour period of rest and uninterrupted break from required work each week. This will be determined by your ministry mentor. During this time of rest you are not to be doing required activities for your internship and/or your ministry to students. We encourage you to enjoy and use this time for personal devotion with God; time with God's people in public worship; personal reading; rest, and play that you find refreshing. As a general rule a CMIT should not be out [away from your apartment] in internship-related activities more than four evenings per week. At least one night a week (in addition to your sabbath) should be a night free of responsibilities.

### Study Time

A leader is a reader. It is arrogant to ever assume that a spiritual leader no longer needs to learn more about God and His ways. Between internship classes, required reading, and study, a CMIT

should schedule at least 20 hours per week [but not more than 25 hours] in the study program and attending classes. Your personal devotional life is not included in these 20 hours.

### **Exercise**

Each CMIT will schedule consistent times of exercise. You should plan for a minimum of 3 exercise periods each week

### **Vacations**

See the CMIT Calendar for scheduled vacation / holidays.

### **CMIT Involvements**

To become an effective campus missionary you must learn how to wear a variety of hats. You will need to grow in becoming a missionary, pastor, evangelist, teacher, counselor, public relations specialist, administrator, fundraiser and more. Your required involvements intend to move you in the direction of wearing these hats with some degree of confidence.

1. You will be mentored weekly by a veteran staff member.
2. You will attend and help facilitate all of our main weekly meetings for UVM Chi Alpha (called Monday Night Worship).
3. You will take part in and help facilitate monthly student leadership dinners.
4. You will participate in weekly UVM Chi Alpha staff meetings, generally held on Wednesdays from 9 AM to 12 PM.
5. You will lead [or co-lead] a discipleship small group. These students will be your primary student contacts, and you should attempt to develop as close a relationship with these students as possible.
6. You will assume administrative tasks as determined by your pastoral supervisor and CMIT director. This could include being responsible for a prayer meeting or outreach table, putting together weekly announcements, or administering a seminar or retreat.
7. You will attend our discipleship and new leaders class during spring semester.
8. You will participate in all evangelistic outreaches and regularly scheduled info tables.



9. You will meet with the worship leadership of Chi Alpha for a four-week consecutive period. You will attend these meetings primarily as an observer, and you will be asked to participate on the worship team for at least one week.
10. You will attend all major fellowship events such as parties, outreaches, picnics, seminars, etc.
11. You will prepare a newsletter and send it to your support team monthly during the 10-month CMIT program. You must mail/email one to the CMIT director and the UVM Chi Alpha staff.
12. You will maintain a weekly schedule that will be reviewed by the staff.
13. When available you will accompany a member of the UVM Chi Alpha staff when they travel to speak at a local church to present the Chi Alpha vision.
14. You will attend the Northern New England District Council in May.
15. You will fill out the Weekly Evaluation each Friday and email it to your Pastoral Supervisor and CMIT Director.
16. You are to meet regularly with your on-campus pastoral supervisor to review ministry skill acquisition progress and more personal reflection. Your pastoral supervisor will coordinate the praxis of ministry experiences.
17. You will attend national, area, and district Chi Alpha conferences, such as The World Missions Summit and Campus Ministers Conference. You are encouraged to attend the Northeast Incite annual staff conference.
18. You will designate one evening per week for intentional outreach to non-Christian students in your residence hall or in a student club/intramural sports team/etc.. You will also prepare one evangelistic residence hall program for spring semester.
19. You will participate in leading a short-term missions trip during the spring semester. Interns will be given responsibility of leading their team in fundraising and all planning and preparatory aspects of the trip including outreach efforts, team dynamics, discipling team members through the missions experience, and team/trip budgetary details.

## 2022-2023 UVM CMIT Studies Overview

### Yearlong: Overview of Biblical Narrative and Theology

Complete 10-month reading plan of the entire Bible

Read *The Mission of God's People: A Biblical Theology of the Church's Mission* by Christopher J. H. Wright

### Orientation:

#### CCMI: Essential Missional Practices

*Surprise the World* by Michael Frost

#### CCMI: Healthy Ministry Teams

*5 Dysfunctions Of A Team* by Patrick Lencioni

#### CCMI: Personal Finances and Taxes

### Block 1: The Missionary's Devotional Life (August - October)

#### CCMI: Developing Our Inner Life

Part 1: *Out Of Solitude* and *An Invitation To The Spiritual Life* by Henri Nouwen

Part 2: Excerpts from *The Transforming Power of Prayer* by James Houston

Part 3: Excerpts from *The Great Omission* by Dallas Willard

Part 4: Sabbath Keeping (Readings from Eugene Peterson)

Part 5: The Lord's Prayer (Readings from N. T. Wright and James Mulholland)

Part 6: Personal Prayer Retreat

### Block 2: Communicating The Gospel: Teaching, Reaching, and Discipling Students (Nov-March)

#### Preaching Lab:

Class 1: Communicating For A Change

Class 2: Practice Sermon 1

Class 3: Narrative Preaching (with Rev. Roland Ludlam)

Class 4: Practice Sermon 2

Class 5: Effective Itineration Sermons (with Mike Olejarz)

Class 6: Practice Itineration Sermon (with Northwest Section Presbyter)

#### CCMI: Discipleship

*Beginning Well* by Gordon Smith

#### CCMI: Campus Evangelism

*Reimagining Evangelism* by Rick Richardson

#### CCMI: Effective Small Group Strategies

Excerpts from *Finding the Flow* by Tara Miller and Jen Peppers

**CCMI: International Student Ministry**

*Crossing Cultures With Jesus* by Katie Rawson

**Block 3: Theology (March - May)****CCMI: Understanding Secularism**

*How (Not) To Be Secular* by James K. A. Smith

**CCMI: Understanding The Gospel**

*Salvation By Allegiance Alone* by Matthew Bates

**CCMI: Who Is The Holy Spirit?**

"A Pauline Theology of Glossolalia" by Gordon Fee

"On Being A Trinitarian Christian" by Gordon Fee

**CCMI: Gender and Sexuality**

Excerpts from *Emerging Gender Identities* by Yarhouse and Sadusky

Excerpts from *A War of Loves* by David Bennett

**CCMI: Theology of Worship**

Excerpts from *Ancient Future Worship* by Robert Webber

Excerpts from *For All God's Worth* by N. T. Wright

"Worship," a sermon by Tim Keller

**CCMI: Women, Sexism, And The Bible**

"Male and Female In The New Creation" by Gordon Fee

"A Redemptive-Movement Hermeneutic" by William Webb

"Equal in Being, Unequal in Function" by Rebecca Groothuis

"Re-learning Mutual Submission" by Michael Jordan

**CCMI: Complexities of Race and Reconciliation**

*The Myth of Equality* by Ken Wytsma

**CCMI: Genesis, Origins, And Evolution**

*The Lost World Of Genesis One* by John Walton

"Making Sense of Genesis 1" by Rick Watts

**CCMI: Heaven, Hell, and The Afterlife**

Excerpts from *Four Views On Hell* (Intervarsity Press)

*Surprised By Hope* by N. T. Wright

## **SAMPLE CMIT WEEKLY SUMMARY**

Please respond briefly but clearly to the questions below. This feedback is to be done each week and emailed to your Pastoral Supervisor and Internship Directors by Friday evening. Please type your responses. Please be specific and avoid the plague of being vague. This report will be treated as a confidential document between you, the Internship Directors and your Pastoral Supervisor.

This review is for week ending:

1. A really encouraging thing in my ministry experience this past week was...
2. What things in your pastoral ministry and/or schedule are a concern, source of discouragement, or causing you difficulty?
3. How did you meet last week's goals for your discipling ministry? What are your goals for the upcoming week? Please be specific.
4. Tell me about your outreach and ministry to pre-Christians this week and how you feel about it. How did you meet last week's goals? What are your goals for the upcoming week? Please be specific.
5. I'm having relational difficulties with... (review your relational attitudes/ experiences with Senior Staff, fellow interns, housemates, Life Group members, etc)
6. Tell me if and how Jesus (a) ministered to you at this past Monday night meeting and (b) how the Lord ministered through you (beginning, during, or after) at MNW.
7. Tell me...
  - a. I completed all my assigned studies appropriately for this past week?
  - b. I kept faithfully my designated prayer times this past week?
  - c. I think Jesus is pleased with how I cared for my body during this past week?
  - d. I handled my finances congruent with my budget and in a way that I feel Jesus would affirm over this past week?
  - e. I faithfully kept my Sabbath. Please respond: Yes, No, or Let's Talk
9. When we get together this week I would like to talk and/or pray about...
10. Are there any agenda items you'd like to submit for the next staff meeting?

## **CMIT MANUAL RECEIPT**

By my signature, I acknowledge that I have received a copy of the **UVM Chi Alpha CMIT Manual**. I have read and understand the policies and procedures as listed in the handbook.

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Name

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Date

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Signature

Please submit a copy of this signed/dated page to your Internship Director.