

Mentored Staff Manual and Application

Stanislaus Christian Fellowship, Chi Alpha

We're excited that you're considering the Mentored Staff Experience at Stanislaus and Merced campuses. We've done our best to anticipate and answer your most pressing questions, but if there's anything you're still curious about after reading this manual, please email Jeremy at jeremy@stanxa.com.

Some key terminology you'll need to know:

- **Mentored Staff (MS)** – you, should you be accepted into our program. A mentored staff member works under the guidance of a team of veteran campus ministers.
- **MS Facilitator** – a mentored staff member's primary coach. If you see the term coach used in this manual, it is referring to your staff trainer.
- **MS Hour:** weekly gatherings designed to develop and enhance growth in spiritual leadership.
- **CMIT** – Campus Missionary in Training. This is the name of the national Chi Alpha ministry training program under which we operate.
- **CMIT Directors** – the four leaders who run the entire CMIT program in Northern California and Nevada: Jen Klier (UC Davis), Jeremy and Debora Anderson (Stanislaus and Merced Campuses), Curt Harlow (West Coast Area Director), and Glen Davis (Stanford University).
- **Learning Parties** – Collective monthly gatherings with all MS that Make Learning Fun!

This guide is organized around five basic questions:

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Why Should I Do This?

God has given us the opportunity to touch some of the most strategic mission fields in the world – the college campuses of America. We invite you to join us in this worthy cause, and we promise that if you do we will make your experience worthwhile.

Our Work Is Strategic

- **When we reach the campus we reach the world.** The world comes to study at America's universities. According to the State Department, 40% of future presidents and prime ministers worldwide will study in the United States, and 25% of international students currently enrolled in the United States will go on to serve as government officials. You could go around the world, learn another language, work cross-culturally, and try to get them to rethink their deepest values, or you could go to a college campus where they have gathered in one place, already learned English themselves, and are eagerly searching for new ideas about God, morality, and the meaning of life.
- **When we reach the campus we reach America.** As goes the campus, so goes the culture. Student attitudes on campuses today will become the prevailing wisdom in courtrooms, classrooms, and boardrooms tomorrow. The sexual revolution began with college students in the 60's and has transformed our culture, in the same way we will invade and replace the kingdoms of this earth with the kingdom of God through a spiritual revolution springing forth from the college campus. This is not just theory – this is historical fact. The historic records of revival and college campus ministry are inextricably intertwined.

You Will Benefit Personally

- **You will grow as a person.** We will mentor and challenge you to grow in character, conviction, and maturity, and we will push you to develop skills and abilities that will serve you in whatever role you find yourself later in life. Most importantly, we will teach you how to teach yourself anything.
- **You will receive professional credentials.** After completing two years of the Mentored Staff training, you will be eligible to be a licensed minister with the Assemblies of God.
- **You will receive unique training.** In addition to a few highlighted ministries below, grow in dynamic worship, intercession, and discipleship leadership training within your specific gifts.
 - **School of the Spirit:** The strength of this local ministry thrives on supernatural empowerment and demonstration of God's goodness through the open display of the gifts and fruits of the Holy Spirit as the primary package in delivering the Gospel of Jesus Christ to a desperate people. These signs WILL follow you!...Mark 16:15-18
 - **Commuter Campuses:** Of 3 million college students in California, 2 million are on community colleges. God has assigned us to the unique opportunity of reaching two of these campuses in Merced and Modesto with a combined total of approximately 34,000 students.
 - **Uni-di-versity:** CSU Stanislaus and UC Merced are both traditional four-year schools with very little "campus culture" in common. The diversity of each university presents limitless options to a creative release of His kingdom on campus.
 - **International Impact:** From the extreme favor on all four campuses with international students and departments to the town homes we own and use to minister to them God has given us a dynamic and effective vision reach international students with the Gospel and send them back to their countries as a message of a new found faith and identity in Christ. In addition, we send several teams per year into unreached populations around the globe.

What Will It Look Like?

A. The Big Picture

You will be working an average of 45-55 hours a week reaching university students with the gospel under the mentorship and vision of our campus ministers. You will also gather regularly with the mentored staff on other campuses for training sessions (Learning Parties). The primary purpose of this Mentored Staff experience is to facilitate and give the MS every opportunity to grow in their spiritual gifts and ministry skills through the designed requirements of the experience and personal investment of training and equipping from veteran staff. This local Mentored Staff Experience is a 5 year minimum commitment. The first two years are primarily focused on impartation and empowerment while following the three or more years are designed to implement and establish the staff member in their defined role on this missionary team.

B. Important Dates

Mid-January

- 1: Deadline for application for Fall start.

March

- Mentored Staff Interviews and Preparation Orientation

Mid-April

- Support Raising Seminar hosted by Curt Harlow
- Develop Support Raising Plan with Coach

May-July

- Fulltime Support Raising
- Secure Housing in Turlock
- Reach The University Institute Las Vegas (RUI)-Tentative

August 1

- Mentored Staff Orientation
- Begin Fulltime Mentored Staff Experience

December

- 11: Mid-Year Mentored Staff Evaluation

End-May

- Year-end Mentored Staff Evaluation

June-July

- Summer Expeditions
- Support Raising

There are several possible outcomes of the Mentored Staff experience:

- Approved to serve in an associate staff position with Chi Alpha
- Approved to serve as a primary director of an existing Chi Alpha ministry
- Approved to direct a pioneering team of a start up Chi Alpha ministry
- Sent into specific ministry/missionary calling in U.S. or abroad
- Recommended for additional training (here or elsewhere)
- Recommended to pursue other vocational interests

Beside regular discipleship time, you will meet periodically with Jeremy and/or Debora to specifically discuss your progress and vision. Together you will evaluate which one of these outcomes you are heading towards throughout the school year.

C. What Will Happen Every Month?

Almost every month you will gather together with all the mentored staff in our district for a learning party. Some months we will incorporate one of your three evaluations into this time. (first 2 years)

They will last from 10:30am until 3:30pm (5 hours) and look like this.

Schedule on evaluation months		Schedule on months without evaluation:	
10:30am	Critical Pastoral Concerns (Jen) Teaching time on topics that campus pastors should have a handle on: purity, devotions, discipleship, prayer and fasting, etc.	10:30am	10:30am - 11:30am Critical Pastoral Concerns (Jen)
11:30am	Theological discussion (working lunch) (Glen) A guided roundtable discussion based on your readings.	11:30am	Theological discussion (working lunch) (Glen)
12:30pm	Interactive Teaching Lab You will break into smaller groups facilitated by one of the CMIT directors and engage in a lab on the things that campus pastors should master: preaching, conflict management, counseling, etc.		
1:30pm	Support Raising Brush Up (Curt) A time of accountability, testimony, teaching for your money raising and management.	1:30pm	Interactive Teaching Lab (Everyone)
2:30pm	Evaluation / Independent Study (Everyone) <ul style="list-style-type: none"> Mentored staff evaluation or self-directed study 	2:30pm	Support Raising Brush Up (Curt)

D. What Will Happen Every Week?

Average weekly hours are 45-55 per week. Mentored Staff will be responsible to keep track of hours and stay within the boundaries of the given schedule as to promote healthy ministry and family life and prevent “burnout”. Interns should exercise foresight of weekly events to keep intern director aware if their week will exceed 52hrs.

- Average Weekly hours are projected as follows: MS equipping-5hr, on-campus involvement and administration-16hr; ministry life preparation and completion-25hr.

E. What Will Be Expected Of Me Every Day?

Ministerial Conduct

We expect a high degree of morality both in reality and in public appearance. By joining this missionary team you are representing Christ, the local and national Chi Alpha movement, and affiliating with the Assemblies of God and you are expected to conduct yourselves in accordance with the biblical values demonstrated scripturally and modeled by your leadership.

Self-Motivation

You will assume responsibility for helping the ministry advance. If you see something that needs to be done you will initiate action to complete the work. Err on the side of action rather than passivity. And having a hard day is not an excuse for slacking off. You are responsible to push through your moods and work diligently as unto the Lord.

Diligence and Rest

We expect you to work hard, and we expect you to rest well. You will be responsible to keep your relationship with the Lord primary (this includes accountability to investing time with Him). You will also be responsible to demonstrate a minimum of one 24-hour period weekly without any ministry hours. This is tricky to master in ministry – but we will work hard with you to build and schedule a lifestyle that promotes diligent work ethic and refreshing times of recreation weekly.

Promptness

You will be early, and at latest, on time for your scheduled meetings. When you are running late you will call or text the person you are meeting to let them know.

Dating Guidelines

If the opportunity for a romantic relationship presents itself during your mentored staff experience, you must discuss it with your MS Facilitator before you take any steps in that direction. However, you can not begin to date any traditional undergraduate students in your ministry. Anyone who is under 24 years old who has not yet finished school is off-limits. Beginning a romantic relationship during the first year of the mentored staff experience is not an option. If you are already in a dating relationship, please be sure to mention that in the application process.

Understand Your Role

Your role on staff is unique - you are a mentored staff member. In other words, your primary job is to learn and to grow. While one of the primary ways we will provoke your growth is through giving you important ministerial responsibilities, we are more concerned with what you learn than with what you produce. To that end, you are expected to exercise spiritual leadership in the lives of students while remaining teachable and humble towards the seasoned members of your staff team. And you need to understand that you will not always get a vote when decisions are being made.

F. What About Vacation Time and Holidays?

You will receive a total of one week (7 days) of vacation time that you are responsible to schedule through your MS Facilitator with one month's notice (excluding family emergencies). In addition you will receive an average of 7 days total off surrounding Thanksgiving and Christmas holidays (these are predetermined and not subject to personal requests). Because several federal holidays are key ministry times for international students or are desirable for scheduling retreats, we guarantee that you will not have most holidays off. Talk to your MS Facilitator about their specific expectations of you during the various holidays.

G. What will happen during my summers?

During (most likely prior to) the summer before your MS Experience you will be expected to attend Reach an approved support raising training course. During the rest of the summer you will be raising your budget fulltime. We can't stress enough how important it is for you to give this season your complete and undivided attention, therefore, you will not qualify to participate in summer mission expeditions and/or to have a secondary source of employment (subject to the discretion of your MS Facilitator). The more time you can devote to support raising the quicker you will have money coming in to take care of your expenses. Remember, you need to raise this money before the experience begins. Your SR Coach will be helping you through this time.

During the summers after the MS Experience begins, two things will be happening; One, you will be involved in missions expeditions (going or sending teams). Two, you will utilize the summer to continue ministry for local students, strengthen your personal support team, and participate in the annual fireworks fundraiser to strengthen the ministry budget for the year.

You will raise support. In plain English, you will ask people to give you money to pursue God's work.

How Will I Pay My Bills?

A. Raising Support Is Normal, Biblical, and Effective

Raising support is normal:

- Professors raise their own funding: they pursue grants to pay for their research and to hire graduate students.

- Entrepreneurs raise their own funding: they ask venture capitalists and banks to fund their vision.
- In the same way, missionaries raise their own funding, but instead of turning to the federal government or venture capitalists, we turn to the people of God.

Raising support is Biblical:

As Paul says, *the Lord has commanded that those who proclaim the gospel should get their living by the gospel* (1 Cor 9:14). There are many examples of this principle being practiced in the Scriptures. Here are just a few:

- Jesus' ministry was funded by some of those who heard Him (Luke 8:1-3), and He taught the disciples to rely on others while ministering (Matthew 10:5-15).
- Paul requested that the Roman church financially support Phoebe, one of the ministers at Cenchrae. (Romans 16:1-2)
- Third, Paul himself received support and was grateful for the support he received (Philippians 4:10-20). You might have been taught that Paul supported himself by making tents. He did, but only when he had no other options. To see this, study Acts 18:1-5, where Paul began by making tents and quit as soon as it was financially feasible to do so. Also see 1 Corinthians 9:1-18, where Paul's whole point is that the Corinthians owed him support: he concludes the letter by telling them that he hopes to stop by and that he hopes they will provide for him to finish his journey in 1 Cor 16:5-6. And consider Romans 15:20-24, where Paul asks a church he has never visited before to fund him on his journey to Spain. In addition, Paul explicitly teaches in Galatians 6:6 that Christians are obligated to provide for the needs of ministers.
- The apostle John encouraged his friend to support a band of missionaries in 3 John 5-8.
- The whole Levitical system in the Old Testament (the Levites were ministers) is predicated on the financial support of ministers by the rest of God's people (Numbers 18:21-24 is a representative example). In fact, when you read Nehemiah 13:4-11 you might be struck by how outraged Nehemiah was that the Levites had to go earn wages in another fashion.

Raising support is effective:

You might be tempted to get another job to pay for your ministry on campus, but that's generally a bad strategy. As Jesus taught us, you cannot serve two masters. You will grow to love the one and hate the other.

Thousands of ministers before you have raised support successfully. Both men and women from many different economic and ethnic backgrounds have demonstrated that this is an effective way to sustain ministry over the long haul.

In addition, raising support is much more secure in the long run than being paid by a company. Companies lay people off all the time - there is no security in the corporate world. If you raise your support then your income is flowing from 50 or so people. Even if one "lays you off," you still have 95% of your income and it is relatively easy to recruit one more donor to make up the difference. Counter intuitively, raising support gives you greater security in your finances than almost any other alternative!

B. Budget and Personal Finance

You will be required to raise \$2,300.00 in monthly support in addition to a \$2000 MS Annual Cash Budget. Sound like a lot? Here's why:

\$345	Taxes (self-employment)
\$115	Half Tithe To The Assemblies of God
\$115	The other half of your tithe
\$115	Medical Insurance
\$135	Personal Savings
\$150	Ministry Expenses (newsletter, spending cash)
\$500	Rent/Mortgage (this assumes you can split the rent with some roommates)
\$170	Utilities
\$70	Cellular Service
\$35	Internet Provider
\$150	Groceries
\$100	Auto Insurance
\$50	Auto Maintenance
\$150	Auto Fuel
\$100	Misc (student loans, gifts, hobbies, clothes, giving, haircuts, etc)
\$2000	MS Cash budget covers all bible schooling, supplies, credentialing, MS Experience training, travel, resources, and annual conferences/events for the MS.

C. How We Will Help You

Everyone involved with running the MS Experience has raised far more money than we're requiring you to raise - we're sort of what you might call experts.

Upon being accepted to the MS Experience, we'll contact you to schedule an initial training session on raising support effectively. In addition, you will be assigned a Support-Raising Coach (who may be different from the person who becomes your MS Facilitator) to check in with you weekly and help you through the process. We will also regularly revisit this area as the year progresses to help you maintain contact with your support team and to prepare for any future ministry assignments with support-raising needs.

D. Additional Help and FAQ

My parents are freaking out. Help!

We have a special letter to parents in the appendix of this manual. Also tell them to feel free to contact us directly.

Should I start talking to prospective partners now?

Wait until after your first training session. You'll thank us later.

I already own a home/I'm Bill Gate's love child/I have a spouse who works for Google... do I need to do this?

Yes. Raising support is about more than paying bills – it's about trusting God, giving others a chance to participate in your ministry, and developing skills that are essential to fruitfulness. So we want you to raise money no matter what.

Having said that, the exact amount you need to raise is negotiable depending upon extraordinary circumstances. "I'm sure I can eat for less than that" is not an extraordinary circumstance.

If I want to learn more, what should I google for?

Key phrases that will net you more info:

- "ministry partner development"
- "support raising"
- "friend raising"
- "missionary support"
- "itineration"
- "deputation"

What Will I Learn?

Any one-size-fits-all approach to ministerial development is doomed to failure. Each person must be met at his or her specific developmental level. We are committed to discerning the character traits, knowledge base, skill set, and vocational experiences essential to your current phase of development.

Having said that, there are several things each mentored staffer can expect to learn.

A. You Will Learn How To Learn

Because one of our goals is to teach you to teach yourself, you will be an active participant in your learning journey. You will be asked to teach yourself through weekly staff trainings, Spirit-storming hours, and mentored staff hours.

B. You Will Cultivate Your Character

Leadership and gifting are important but character trumps everything. For this reason we are passionate about developing honest, humble and faithful leaders.

Therefore, you will communicate weekly with your MS Facilitator to discuss:

- A variety of spiritual disciplines such as prayer, fasting, solitude, and confession.

- Your particular calling in ministry and how your character and temperament impact this call.
- How you relate to people, build relationships and treat those you work with.
- How to effectively manage your resources, time, and finances.
- Specific areas of accountability and personal morality.
- Your spiritual vitality and personal devotional life.
- How God is using you to be a witness to unreached students.

C. You Will Learn More About God and the Bible

About 15 hours per week should be given over to your academic study program (Champions Bible College). Your weekly ministry involvement and responsibilities will allow you immediate “hands on” training and use to incorporate the revelation received through the study of His word. “Experience is understanding” and it is vital that application and practice are activated through the transformed mind of each student of His word in order to fulfill the desire of the Father to become His Truth made manifest and avoid the hypocrisy of “knowledge that puffs up”.

D. You Will Learn Practical Ministry Skills

You will be coached throughout your experience on the following subjects:

- how to think like a missionary in the campus context. How can you speak the language of the culture you are in without compromising the gospel?
- how to pioneer a campus or be a part of a pioneering team. What are the most effective ways to get the right leaders, strategies and long term support in reaching a new campus?
- how to organize personal and ministry time, financial, and human resources including planning events
- how to develop student leaders, do rudimentary Biblical coaching and facilitate transgenerational discipleship through small groups and one on ones. How can you pour into students and teach them how to pour into others?
- how to motivate students to follow a plan, run a staff meeting and/or planning session. How do I lead a group to achieve specific goals and pull off excellent events?
- build a missions mind set and lead missions teams. How do I take a group of students overseas in a way that truly blesses others and grows our team?
- develop a support team (writing a newsletter, follow up, contact lists, etc.). How do I enlist, communicate with and maintain a team of financial givers?

To cultivate these skills, you will:

- handle at least one administrative function with the Chi Alpha group where you are training.
- interview church planters about assessment, strategy and coaching during their first year.
- participate in the discipleship class and/or small group leaders meetings, lead a small group and meet one on one with students
- observe a campus missionary conducting student leadership meetings

- have several opportunities to communicate in public situations (i.e. open air outreaches, preaching lab, leadership trainings etc.).
- have several opportunities to observe and participate in staff meetings
- participate in a mission opportunity, either foreign or stateside
- be exposed to theological works and develop study skills
- help plan and lead retreats and special events

E. Who Will I Be Learning From?

First of all you will be learning from Jesus. We expect God to speak to you specifically and powerfully during your mentored staff experience. Secondly, you will be teaching yourself. Every staff member is expected to take responsibility for his or her own growth. Your MS Facilitator will help you customize the experience and keep you on target, but ultimately we are looking for self-motivated learners.

That being said, we have a great team of leaders who are going to pour into your life during the experience. Director's Jeremy and Debora Anderson invest primarily into the Mentored Staff and Staff with the expectation that each MS and Staff member invests their lives diligently into the students on our four campuses. In addition, MS will receive from District, Regional, and National leadership team members and conferences as well as through local pastors and leaders who are faithfully bringing the kingdom of heaven to earth.

Please attach recent photo.

Application will not be
accepted without photo.



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Mentored Staff application checklist

Please make sure you have all of the following documents when sending in your Mentored Staff application. Let us know if you would like a digital copy of this application:

- \$30.00 Application processing fee
- Completed application with references:
 - Ministry Leader/Pastor
 - Educator/Employer
 - Personal/Mentor
- Photograph
- Christian conciliation form with 2 witness signatures and addresses
- Copy of your driver's license
- Short Essays

* All information will remain property of SCF, Chi Alpha.

I understand that I have answered the application information truthfully and to the best of my ability. In addition, if I am accepted to the Mentored Staff Experience, I will abide by all guidelines and requirements issued by Chi Alpha pertaining to my position as Mentored Staff. I will be responsible for prompt payment of my cash budget and remain transparent and accountable in my personal budget.

MENTORED STAFF EXPERIENCE - APPLICATION

Instructions: Please type or print clearly. If sufficient room is not available to respond to any question, please state your response on a separate sheet of paper. Completely type the question and your response. If you are married or engaged, your *spouse or fiancé is to complete* the section indicated for them.

Please attach a copy of your driver's license legal state identification card, applications will not be accepted without this documentation.

I. Personal Information

A. Date Available to Begin MS _____ Date Completed _____

B. Full Name (first/middle/last) _____

C. Nickname/Preferred Name _____ Sex Male Female

D. Present Address _____

E. City/State/Zip _____

F. Permanent Address (if different from present) _____

G. City/State/Zip _____

H. Phone: Home _____ Cell _____

I. E-mail _____

J. Birth Date (month/day/year) _____ Age _____

K. City, County, State of Birth _____

L. Country of Citizenship _____ If you have a green card, what type? _____

M. Languages Spoken (primary and secondary) _____

N. Marital Status (at the time you may be interviewed) Single Engaged Married
Provide information if you have ever been Separated Divorced Widowed

O. Wedding Anniversary (month/day/year) _____

P. List your unmarried children, age 22 or younger, still living at home. List their full name, birth date, social security number, and gender. If you are expecting, please note the due date.

Name	Birth date	Gender
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II. Spouse or Fiancé of MS Applicant (Section II only for spouse or fiancé)

A. Full Name (first/middle/last) _____

B. Nickname/Preferred Name _____

C. Birth Date (month/day/year) _____ Age _____

D. Social Security Number _____

E. City, County, State of Birth _____

F. Country of Citizenship _____ If you have a green card, what type? _____

G. Marital Status (at the time you may be interviewed) Single Engaged Married
Provide information if you have ever been Separated Divorced Widowed

H. Languages Spoken (primary and secondary) _____

I. College Attended, Degree, and Graduation Date _____

J. Present Occupation _____

K. Parents' Name and Address _____

L. What are your feelings about and commitment to university ministry? Be specific. _____

M. Is there any reason/concern, that you are aware of, that might make it unwise for you and/or your spouse/fiancé to participate in next year's MS Experience? _____

N. Please describe the level of maturity and stability in your marriage. _____

III. Family Background of MS Applicant

- A. Name of Parents _____
- B. Address _____
- C. City/State/Zip _____
- D. Occupation: Father _____ Mother _____
- E. Parent's Church Membership _____ Are they Christians? Yes No
 If you do not want your parents contacted in the event of an emergency, check here.
- F. Names and Ages of Brothers/Sisters _____
-

IV. Ministry/Ministerial Background

- A. Do you currently hold ministerial credentials with the Assemblies of God? Yes No
What date and where did you receive your credentials?
- | | | |
|---------------------|------------|----------------|
| Certified Minister | Date _____ | District _____ |
| Ministerial License | Date _____ | District _____ |
| Ordination | Date _____ | District _____ |
- If you don not have credentials, would you be willing to apply? Yes No
- B. Which district presently holds your ministerial credentials? _____
- C. What biblical and theological education have you had to date? _____
-
-
- D. What has been the nature of your involvement in secular campus ministry? Include ministry names and locations and describe tasks and responsibilities specifically.
-
-
-
- E. Outside of campus ministry, what other ministry/leadership responsibilities have you had? Provide tasks, dates, places, and responsibilities.
-
-

F. Have you ever attended:
Reach the University Institute (RUI - formerly ICM)? Yes No

G. Have you read the national five-fold Chi Alpha Mission Statement? Yes No

H. Do you fully subscribe to the national Chi Alpha Mission Statement? Yes No

V. Religious Background

A. Describe when (date) and where you were converted to Christ. _____

B. Have you received the baptism in the Holy Spirit? Yes No
When, where, and how did you know you had received the baptism in the Holy Spirit? _____

C. Have you been baptized in water? Yes No

VI. Education

A. High School _____
City/State _____ Dates Attended _____

B. College/University(ies) _____
City/State _____ Dates Attended _____
Degrees/Diplomas _____
GPA from College/University _____

C. Why did you select the degree you chose for your undergraduate studies? _____

D. List special awards and/or areas of academic excellence. _____

VII. Personal Studies

A. Describe your normal devotional life. What is the normal content and format of these times? _____

What method of Bible study are you using? _____

B. What books and/or periodicals have you read during the past year that have impressed you?

Title/Author: _____

Title/Author: _____

Title/Author: _____

Title/Author: _____

Title/Author: _____

C. Please note any biblical books from the Old and New Testament that you have not read or feel you have very little grasp of their basic contents. _____

D. Please indicate your beliefs in regard to the following theological issues (provide scripture references):

Salvation

Healing

Speaking in Other Tongues (Acts 2:4)

Money and Material Blessings

The Second Coming of Christ

VIII. Employment History (please list the most recent employer first)

A. Company _____ Manager _____ Phone _____

Position _____ Dates Employed ____/____/____ to ____/____/____

Reason for leaving _____

B. Company _____ Manager _____ Phone _____

Position _____ Dates Employed ____/____/____ to ____/____/____

Reason for leaving _____

C. Company _____ Manager _____ Phone _____

Position _____ Dates Employed ____/____/____ to ____/____/____

Reason for leaving _____

D. Have you ever been discharged or asked to resign from any employment or ministry position? Explain.

IX. Character/Relational

A. On a Scale of 1 to 10 (10 being the highest), please evaluate your personal strengths and weaknesses:

- | | | |
|-----------------------------|--------------------------------|-----------------------------|
| ___ Relating to new people | ___ Establishing relationships | ___ Cultural sensitivity |
| ___ Maintaining friendships | ___ Problem solving | ___ Flexibility |
| ___ Sense of humor | ___ Confronting | ___ Listening to authority |
| ___ Leadership | ___ Encouragement | ___ Submitting to authority |
| ___ Ability to finish tasks | ___ Conversations with leaders | ___ Being an example |

B. Describe your relationship with your family.

C. How many close, personal friends do you have presently? List by first names. _____

How do you share the Lord together? _____

D. Briefly describe how you respond emotionally to stress, time pressures, and expectation others may place on you. _____

E. How many hours of TV do you watch each week? _____

F. List extracurricular activities, hobbies, or interests: _____

G. What are your three favorite movies? _____

H. Are you currently in a dating relationship? If so, how long have you been dating? Where do you see the relationship going? _____

Please complete the chart below by rating yourself in each category. Use the following key:

- 1 - Almost never true (less than 15% of the time) 3 - Repeatedly true (more than 50% of the time)
 2 - Irregularly true (less than 50% of the time) 4 - Almost always true (more than 85% of the time)

QUALITIES	1	2	3	4
Calling and Commitment to Missions				
I am motivated to be a campus missionary				
I have a long-term commitment to campus missions				
Spiritual				
I have a consistent devotional life				
I am a person of godly morals				
I operate in the spiritual gifts				
I evidence spiritual fruit				
Personal Character				
I am a person of integrity				
I am a person of self-discipline				
I am a person who can be trusted				
I am a person who lives under authority				
People eagerly follow my leadership				
I am a person of self-initiative				
I am innovative and creative				
I take necessary risks				
I am able to stand on my own				
Marriage and Family (if married)				
I am supportive and respectful of my spouse				
I am a good, open communicator with my spouse				
I work to resolve conflicts in a healthy manner				
I balance family and work priorities well				
Physical and Mental Health				
I am a person of energy				
I manage stress well				
I show no signs of abusive behavior				
Interpersonal Skills				
I am a team player and network with others easily				
I am sensitive to the ideas and feelings of others				
I have good communication skills				
I am an open, transparent person				
I have a warm, non-critical sense of humor				

X. Personal History (Please answer the following questions carefully and truthfully. Information given will be handled confidentially and will not necessarily deny admission to program.)

A. Have you ever been involved in the use of alcohol or drugs? Yes No If so, when? _____

Please explain _____

B. Have you ever been involved in the occult or a cult? Yes No If so, when? _____

Please explain _____

C. Have you ever been arrested for committing a crime? Yes No If yes, please briefly explain how long ago this happened, the charge and how the situation ended? _____

D. Have you ever struggled with issues of homosexuality/lesbianism? Yes No If yes, how long ago _____

E. Have you ever struggled with an eating disorder? Yes No If yes, how long and when was the most recent occurrence? _____

Please explain your current place in that battle. _____

F. Have you ever struggled with looking at pornography or sexually arousing materials? Yes No If yes, how long and when was the most recent occurrence? _____

Please explain your current place in that battle. _____

XI. Campus Ministry

A. Do you feel called to full-time campus ministry? Please explain. _____

B. Do Christian friends, who know you well, affirm this calling or question it? Please explain _____

C. How do your parents view your intentions to become a MS? Please explain _____

D. Are you an active member of a local church in your community? Yes No

What church? _____

In what ways do you serve this church? _____

E. Are you willing to make a 5 year commitment to a MS Experience with possible additional preparatory responsibilities? Yes No

F. What do you hope to gain from your MS experience? Please be specific. _____

G. What are your plans immediately following the MS Experience, if any? _____

H. What would you do next year if you were not accepted as a MS? _____

I. How would you provide for your financial needs for your MS Experience? _____

J. Do you have a home church willing to help you financially? Yes No

K. Do you have debts? Yes No

If yes, list the total amount, what they are (i.e. school loan, credit card), and how are you/will you handle them? _____

L. What do you think you need specifically to occur in your life before you are able to be a career campus minister/missionary? Answer fully. _____

M. Are you currently involved in evangelist outreach? What is the nature of this outreach and how consistent are you? _____

N. How many non-Christians do you have as on-going friends? Provide their first names. _____

O. Are you currently mentoring others on a regular basis? What are their names and how often do you meet? What is the fruit of your mentorship in their life/lives? _____

P. Have you ever worked with Microsoft Office Software? If so, list all the programs you are familiar with and rate your skill level from 1 (poor) to 5 (excellent). _____

List any other software programs you are familiar with in the same manner. _____

Q. List other special skills and/or experience. _____

XII. Health

A. Do you have any physical handicap, disability, or medical condition which might affect your ability to fully function as a full-time missionary? _Yes _No

B. Do you have any chronic illness or allergies? _Yes _No

C. Are you presently taking medication prescribed by a doctor or under medical care? _Yes _No

If you answered yes to any of the above three questions, please explain. _____

XIII. Emergency Contact Names

A. Name _____

Address _____

City/State/Zip _____

Phone (Home) _____

(Work) _____

Relationship _____

B. Name _____

Address _____

City/State/Zip _____
Phone (Home) _____ (Work) _____
Relationship _____

XIV. References for MS Applicants

A *Character Reference* form has been provided with this application. Please have your pastor fill one out. Select another person who knows you well who has a position of ministry leadership (could include student discipling leader.) Lastly, have an employer fill out a reference form. *They are to fill these out privately and send to the chi alpha office separate from this application. Provide them with a stamped, addressed envelope.*

A. Ministry Leader/Pastor

Name _____
Address _____
City/State/Zip _____
Phone (Home) _____
Position and/or Relationship _____

B. Employer

Name _____
Address _____
City/State/Zip _____
Phone _____
Position and/or Relationship _____

C. Personal/Mentor

Name _____
Address _____
City/State/Zip _____
Phone (Home) _____
Position and/or Relationship _____

XV. Short Essays

A. Give an overview of your personal history. Include where you grew up, family situations (childhood to present), and how you feel these experiences will affect your participation in campus ministry.

B. Tell how and when you became a Christian, and share about your personal growth in Christ.

C. Describe in one paragraph your current relationship with the Lord, including how your faith is growing, the spiritual influences in your life, your quiet times, church involvement, and ministry activities you have engaged in.

D. Who has made the biggest impact on your life, besides the Lord? Please explain.

E. List and explain three of your greatest strengths.

F. List and explain three of your weaknesses.

G. Explain how and why you feel God is calling you to be part of the Mentored Staff Experience. Be sure to include how you believe the Mentored Staff Experience can help you meet your goals.

Authorization

The information contained in this application is correct to the best of my knowledge. I authorize any references or churches listed in this application to give you any information (including opinions) that they may have regarding my character and fitness for missionary work. In consideration of the receipt and evaluation of this application by SCF, Chi Alpha, I hereby release any individual, church, charity, employer, reference, or any other person or organization, including record custodians, both collectively and individually, from any and all liability for damages of whatever kind or nature which may at any time result to me, my heirs, or family on account of compliance or any attempts to comply, with this authorization. I waive any right that I may have to inspect any information provided about me by any person or organization identified by me in this application.

Signature _____ Date _____
Applicant

STANISLAUS CHRISTIAN FELLOWSHIP, CHI ALPHA
CHRISTIAN CONCILIATION AND ARBITRATION
AGREEMENT

In consideration of the following terms and provisions, and other valuable consideration the receipt of which I acknowledge, the undersigned parties hereby agree as follows:

They accept the Bible as the inspired word of God. They believe that God desires that they resolved their dispute with one another within the Church and that they be reconciled in their relationships in accordance with the principles stated in 1 Corinthians 6:1-8, Matthew 5:23-24, and Matthew 18: 15-20.

Accordingly, the undersigned parties hereby agree that, if any dispute or controversy arises between them and is not resolved in private meetings between the parties pursuant to Matthew 5:23-24 and 18:15, then the dispute or controversy will be settled by biblically based mediation and, if necessary, legally binding arbitration, in accordance with the *Rules of Procedure for Christian Conciliation* (Rules) of the Institute for Christian Conciliation, a division of Peacemaker Ministries (rules available at www.HisPeace.org). The undersigned parties agree that these methods shall be the sole remedy for any dispute or controversy between them and, to the full extent permitted by applicable law, expressly waive their right to file a lawsuit in any civil court against one another for such disputes, except to enforce arbitration decision, or to enforce this dispute resolution agreement. Any mediated settlement agreement, or arbitrated decision hereunder shall be final and binding, and fully enforceable according to its terms in any court of competent jurisdiction.

Signature

Date

Spouse Signature

Date

Witness: _____

Address _____

Witness: _____

Address: _____

CHI ALPHA MENTORED STAFF EXPERIENCE MINISTRY LEADER/PASTOR REFERENCE

<p>APPLICANT: Please print your name:</p> <p>Name of applicant _____</p> <p>I willingly waive my right to see this recommendation. _____</p> <p style="text-align: right;">Signature</p>

RESPONDER: The above named applicant is applying for a Mentored Staff Experience with our national college ministry. Your frank evaluation of the person named will be appreciated.

To Be Completed By The Minister

This reference form, when completed should be returned directly to the Director of Admissions: **Stanislaus Christian Fellowship, Chi Alpha, 780 W. Monte Vista Ave. Turlock, CA, 95382.** Please note the applicant's choice concerning the waiving of his/her rights to see this recommendation. If no choice has been indicated, you may wish to return this form to the applicant.

The individual named on this reference form has applied for a 5 year mentored staff experience in full-time Christian ministry and has given your name as a reference.

How long have you known the applicant? _____

To what extent have you known the applicant? Personal Relationship Somewhat Close Indirect Direct

To your knowledge, does this individual presently use: Drugs? Yes No Alcohol? Yes No Tobacco? Yes No

How would you rate the applicant in the following qualities using the following key to evaluate:

1 = No Observation 2 = Below Average 3 = Average 4 = Very Good 5 = Exceptional

	1	2	3	4	5	Comments
Church Attendance						
Reasoning ability to evaluate data and make sound judgments						
Creative ability to respond to new ideas						
Willingness to accept criticism						
Verbal communication skills						
Written communication skills						
Work habits, prompt, thorough						
Personal maturity						
Emotional stability						
Leadership potential						
Attitude towards hard work						
Ability to get along with others						

	1	2	3	4	5	Comments
Attitude towards authority						
Moral integrity						
Self-initiating/self-motivating						
Financial Responsibility						
Personal Appearance						

- I recommend** this applicant to this mentored staff experience.
- I do not recommend** this applicant to this mentored staff experience.
- I recommend with this reservation:** _____

1. Please comment on the applicant's faith. _____

2. Please state below your estimation of the applicant's capacity and motivation for vocational ministry leadership. Comment on the applicant's moral character, relational skills, work habits, and personal values as they pertain to developing leadership qualities.

3. If any, please comment on any concerns which might affect the applicant from making satisfactory progress in ministry leadership. _____

Name _____ Position _____

Church _____ Phone _____

Signature: _____ Date: _____

Please Return Form To:
ADDRESS: Stanislaus Christian Fellowship, Chi Alpha, 780 W. Monte Vista Ave. Turlock, CA, 95382.
PHONE: 209.667.9467 FAX: 209.250-1341

**CHI ALPHA MENTORED STAFF EXPERIENCE
EMPLOYER REFERENCE**

APPLICANT: Please print your name: Name of applicant _____ I willingly waive my right to see this recommendation. _____ <div style="text-align: right; margin-right: 50px;">Signature</div>

RESPONDER: The above named applicant is applying for a Mentored Staff Experience with our national college ministry. Your frank evaluation of the person named will be appreciated.

To Be Completed By The Employer

This reference form, when completed should be returned directly to the Director of Admissions: **Stanislaus Christian Fellowship, Chi Alpha, 780 W. Monte Vista Ave. Turlock, CA, 95382.** Please note the applicant's choice concerning the waiving of his/her rights to see this recommendation. If no choice has been indicated, you may wish to return this form to the applicant.

The individual named on this reference form has applied for a 5 year mentored staff experience in full-time Christian ministry and has given your name as a reference.

Please fill out the following reference form to the best of your knowledge.

Name (Please Print): _____ Date: _____

Position: _____ Phone: _____

Company: _____ City/State/Zip: _____

How long have you known the applicant? _____

To what extent have you been familiar with the applicant's work performance? Direct Contact
 Somewhat Close Indirect Distant

Do you think the applicant is capable of successfully completing a full-time internship? Yes No
 Uncertain

If any, please comment on any concerns which might affect the applicant from making satisfactory progress in leadership. _____

From your experience, what recommendation would you give to us for this applicant becoming a full-time employee? _____

How would you rate the applicant in the following qualities using the following key to evaluate:
 1 = No Observation 2 = Below Average 3 = Average 4 = Very Good 5 = Exceptional

	1	2	3	4	5	Comments
Interpersonal Relationships						
Reasoning ability to evaluate data and make sound judgments						
Creative ability to respond to new ideas						
Responsiveness to Criticism						
Verbal communication skills						
Written communication skills						
Work habits, prompt, thorough						
Personal maturity						
Emotional stability						
Leadership potential						
Attitude towards hard work						
Ability to work well with others						
Attitude towards authority						
Moral integrity						
Self-initiating/self-motivating						
Financial Responsibility						
Personal Appearance						

- I recommend this applicant to this internship training experience.
 - I do not recommend this applicant to this internship training experience.
 - I recommend with this reservation: _____
- _____
- _____

Signature _____ Date _____

Please Return Form To:
ADDRESS: Stanislaus Christian Fellowship, Chi Alpha, 780 W. Monte Vista Ave. Turlock, CA, 95382.
PHONE: 209.667.9467 FAX: 209.250-1341

CHI ALPHA MENTORED STAFF EXPERIENCE PERSONAL/MENTOR REFERENCE

APPLICANT: Please print your name:

Name of applicant _____

I willingly waive my right to see this recommendation. _____
Signature

RESPONDER: The above named applicant is applying for a Mentored Staff Experience with our national college ministry. Your frank evaluation of the person named will be appreciated.

To Be Completed By The Personal/Mentor

This reference form, when completed should be returned directly to the Director of Admissions: **Stanislaus Christian Fellowship, Chi Alpha, 780 W. Monte Vista Ave. Turlock, CA, 95382.** Please note the applicant's choice concerning the waiving of his/her rights to see this recommendation. If no choice has been indicated, you may wish to return this form to the applicant.

The individual named on this reference form has applied for a 5 year mentored staff experience in full-time Christian ministry and has given your name as a reference.

How long have you known the applicant? _____

To what extent have you known the applicant? (Please circle one) Barely Casual Fairly Well Very Close

1.) Rank the following by circling the number you believe best describes the applicant:

1=Poor 2=Minimal 3=Average 4=Excellent 5=Outstanding

Social Poise	1	2	3	4	5
Self-Confidence	1	2	3	4	5
Adaptability	1	2	3	4	5
Emotional Stability	1	2	3	4	5
Servant Attitude	1	2	3	4	5
Ability to Communicate Clearly	1	2	3	4	5
Positive, Contagious Spirit	1	2	3	4	5
Teachable Attitude	1	2	3	4	5
Ability to Receive Correction	1	2	3	4	5
Ability to Make Decisions	1	2	3	4	5
Ability to Deal with Conflict	1	2	3	4	5
Ability to Handle Stress	1	2	3	4	5

2.) Please check the area that most accurately describes the applicant.

HEALTH

- Somewhat Below Par
- Fairly healthy
- Good Health
- Rugged and vigorous

TEAMWORK

- Frequently causes friction
- Prefers to work alone
- Works well with others
- Most effective in teamwork

INTELLIGENCE

- Learns and thinks slowly
- Average mental ability
- Alert; has a good mind
- Brilliant; exceptional

RESPONSIVENESS

- Slow to sense how others feel
- Reasonably responsive
- Understanding & Thoughtful

ACHIEVEMENT

- Starts but doesn't finish
- Meets average expectations
- Superior creative ability

LEADERSHIP

- Makes no effort to lead
- Tries but lacks ability
- Has some leadership potential
- Unusual ability to lead

INITIATIVE

- Needs constant urging
- Depends on others
- Self-reliant in work
- Develops original ideas & tasks on their own

CHRISTIAN EXPERIENCE

- Relatively superficial
- Genuine but mild
- Rich and growing
- Profound and contagious constructively

EMOTIONAL RESILIENCE

- Gets angry; impulsive
- Gets discouraged easily
- Meets challenges

3. Please comment briefly on the family and social background of the applicant. _____

4. Is the applicant financially responsible? (Circle one) Yes No Don't Know
Please explain. _____

5. On any occasion, has the applicant proven to be unreliable, dishonest, or questionable in character?
(Circle one) Yes No Don't know
Please explain. _____

6. Is there any indication that by coming to the internship, the applicant might be trying to escape a difficult situation? (i.e.-family problems, financial struggle, troubled relationship) (circle one) Yes No Don't Know
Please explain. _____

7. On the basis of the above information, the applicant is:

- Strongly recommended with highest assurance
- Recommended with confidence
- Recommended with some reservation
- Not Recommended

Signature of Personal Reference _____ Date _____

Please Return Form To:

ADDRESS: Stanislaus Christian Fellowship, Chi Alpha, 780 W. Monte Vista Ave. Turlock, CA, 95382.

PHONE: 209.667.9467 FAX: 209.250-1341

Mentored Staff Manual and Application
Stanislaus Christian Fellowship, Chi Alpha