

The Diversity Project

Louisiana's Nationally Approved Campus Missionary-In-Training Program

Table of Contents

| | |
|--|--|
| About the Diversity Project | |
| Mission and Core Values | |
| Benefit to the CMIT | |
| Admission Requirements | |
| The CMIT Experience and Expectations | |
| CMIT Placement and Evaluation | |
| General Guidelines | |
| Before You Arrive | |
| Locations | |
| Primary Campus Missionaries | |

About the Diversity Project

The Diversity Project is Louisiana's nationally approved Campus Missionary-In-Training (CMIT) program. The CMIT program is a ten-month internship designed to develop individuals for vocational campus ministry. This internship is a combination of guided educational development, practical ministry experience, and mentoring by experienced campus missionaries.

The name of our internship program was birthed out of a desire to expand the influence of Louisiana's Chi Alpha movement to reproduce a greater number of quality campus missionaries to be sent around the state and around the world. We also want interns to experience the diversity of our campuses and the culture of our state. We believe incorporating our diversity into the internship experience will release greater creativity and flexibility for ministry models.

The internship experience is a cooperative effort of the campus missionaries in Louisiana under the direction of Eric Treuil. Incoming interns, with the help of the Diversity Project staff, may choose a campus in Louisiana with an existing Chi Alpha Ministry for their practicum site. Twice a month interns will gather for a time of reflecting on their internship experience and guided learning parties. The Learning Parties are facilitated by campus missionaries from around the state and draw from their wisdom and years of ministry experience.

The Mission Statement of Chi Alpha

We exist on the university campus' in Louisiana to reconcile students to Christ. transforming the university, the marketplace, and the world. We will do this by creating Spirit-empowered communities that reflect our core values.

Our core values

- ❖ To glorify God in our work
- ❖ To make disciples for Jesus
- ❖ To develop and grow a reproducing movement of missional communities on college campuses in the U.S., and around the world
- ❖ To increase the diversity, talent, and flexibility of Chi Alpha, USA and the Assemblies of God fellowship
- ❖ To be an efficiently organized Spirit-empowered movement

Unpacking these five purposes

1) In our pursuit to glorify God, we will seek to learn humility through accountability and mentorship, along with purposeful exposure to new ideas and practices. We will also seek to learn how we might bring greater glory to God via personal holiness, Biblical understanding and theological insight, open and loving relationships, and personal devotion to God...

2) In our pursuit to make disciples, we will seek to model lives of discipline, courage, Spirit-dependence, compassion, and teachability. We will eagerly desire the gifts of the Spirit. We will lead with determination and perseverance while keeping our eyes and ears and hearts open to feedback from multiple sources, including those we lead. We will seek intellectual development. We will seek character development. We will learn greater obedience.

3) In our pursuit of campus ministry development, we will seek to understand our mission field through reading, conferences, discussion, and conversation with the Spirit. We will seek to encourage one another, and those we are mentoring with the truth in love, valuing character over charisma, and integrity over success, in the context of seeking growth, expansion, and longevity.

4) In our pursuit to be a blessing to the Assemblies of God, we will seek relationship with ministers and members outside of Chi Alpha for mutual edification and learning. We will respect and serve the Fellowship's leadership and churches. We will develop members, missionaries, and leaders from a diverse pool of individuals for the enrichment of the Kingdom of God. And, we will seek relationships with ministers and members of other affiliations for mutual edification, reconciliation, and unity.

5) In our pursuit of efficiency and organization as a movement, we will seek to be people of the Spirit. We will develop flexible systems for mentoring and accountability, and keep them relevant. We will seek to follow Christ, laying down personal agendas for the sake of our sisters and brothers, and for the sake of the movement.

Benefits to the Missionaries In Training

- ❖ a mentor that visibly practices what s/he seeks to impart
- ❖ a director that is competent and confident to disciple students, and future ministers
- ❖ clear expectations, along with individual flexibility in training program
- ❖ exposure to multiple methods and strategies for campus ministry
- ❖ exposure to different types and sizes of campuses

Admission Requirements for CMITs

- ❖ Bachelor's degree, or entering senior year of Campus Missions Major at NCU
- ❖ acceptance from National Chi Alpha, and local staff
- ❖ attendance of RUI
- ❖ raise personal budget (each location will have a specific dollar/month requirement)
- ❖ commitment to 15+ hours of study/class and 40+ hours of ministry/work per week
- ❖ willingness to refrain from dating during the CMIT experience
- ❖ pursuing ministerial credentials from the Assemblies of God

The CMIT Experience and Expectations

CMITs can expect and are expected to graduate the Diversity Project training with

- increased Biblical and Theological knowledge
- the first level of ministerial credentials with the Assemblies of God
- practical ministry and leadership experience
- increased self-awareness, and growth in Christian character
- training and experience in communication on multiple levels

Biblical and Theological Knowledge

These classes will be conducted at semi-monthly learning parties in Lafayette.

- ❖ Theology Research and Roundtable Discussions

On a monthly basis, CMIT's will read a portion of Stanley Grenz's Theology for the Community of God, and complete in-depth research on assigned questions in Christian Doctrine. Assignments will be broken into smaller pieces to be emailed to local director and theology instructor(s) for accountability purposes on a bi-weekly basis.

Each month, the CMIT's will participate in a roundtable discussion. All but the first discussion will be primarily facilitated by CMIT's. Each CMIT will choose a topic s/he would like to facilitate after the first discussion, and will prepare accordingly.

Theology Topics: *this sample is from a different text*

| | |
|------------|-----------------------------|
| August: | Sources of Theology |
| September: | Primacy of Scripture |
| October: | Nature & Sovereignty of God |
| November: | Man & Sin |
| January: | Deity & Humanity of Christ |
| February: | Salvation |

March: Heaven & Hell
April: Personal Return of Christ

❖ Introduction to Exegesis Class

CMITs will be expected to read How to Read the Bible for all its Worth before arriving on site in August. This text will be the foundation for a semester long, bi-monthly course in Biblical interpretation. There will be an assignment each week to be emailed to the local director and Exegesis instructor. This course will focus on in-depth Bible study techniques, experiential reading, and sermon preparation.

❖ Critical Pastoral Concerns

Throughout the year, class time will be given to discussion and teaching regarding various issues and concerns campus ministers will face, and/or ought to be familiar with. During the first semester, a Diversity Project staff member and/or guest will lead these discussions. Many of the topics will require outside research of various types. During the spring semester, CMITs will prepare and lead the discussions. The CMITs will be able to choose which topic(s) they would like to present.

Sample topics:

| | | |
|----------------------------|--------------------------------|-------------------|
| Pastoral Counseling | The Baptism in the Holy Spirit | World Religions |
| Denominations & Cults | International Ministry | Support Raising |
| Financial Planning & Taxes | Homosexuality | Women in Ministry |
| Religion and Politics | Social Justice | A/G Networking |
| The Gifts of the Spirit | Pioneering | |

Ministerial Credentials

Each CMIT will be required to complete the educational requirements for the *Certified Minister* level of credentials with the Assemblies of God. These courses are taken through Berean School of the Bible (www.GlobalUniversity.edu). CMITs have some course requirements waived; the following courses should be completed by the end of March: *Acts: The Holy Spirit at Work in Believers; Prison Epistles: Ephesians, Colossians, Philippians, Philemon; Synoptic Gospels: The Life and Teachings of Christ; Introduction to Pentecostal Doctrine; Assemblies of God History, Missions, and Governance.*

Some of the course work may be bypassed, if the CMIT is ready to pass the test. This option should be investigated for each course. The local director will hold CMITs accountable for completing courses before the end of March. After March, CMITs are encouraged, but not required to begin the courses required for the next level of credentials: *License to Preach.*

Practical Ministry Training & Experience

❖ Ministry Experience

The CMIT experience is just that, an experience. Our philosophy in The Diversity Project is that CMITs will observe, serve, and lead. This means that CMITs will be given many opportunities to learn new things, and stretch into new realms of leadership and servanthood. Our goal is that upon completion, CMITs will have seen as great a diversity of ministry as possible.

Each individual trained through the Project will receive a customized set of responsibilities and expectations within the local campus ministry. This aspect of the training is meant to be flexible, but will likely include the following:

- Building and leading a small group
- Participation in a weekly staff meeting
- Participation in a weekly prayer gathering
- Participation in a weekly or monthly large group worship gathering
- Participation in some form of ministry to international students
- Participation in or leadership of a specialized outreach project to your campus
- Planning and leading a Mardi Gras or Spring Break outreach trip
- Participation in, or leadership of an 'overseas' mission trip and/or attendance at one of the Chi Alpha international student conferences in May or June
- Regular attendance at a local Assemblies of God church
- Participation in monthly sectional fellowship/business meetings with area A/G ministers
- Observation of a Chi Alpha board meeting
- Participation in the annual District Council
- Participation in a leadership retreat, Fall Breakaway, S.A.L.T., and Leadership Summit
- Producing a monthly newsletter
- Observing and/or participating in local church services, and other fund-raising events
- Observing and interacting with another Chi Alpha for a week

❖ Communications Training

CMITs will take part in the *Communicator's Edge* at each semi-monthly learning party. The *Edge* will include teaching regarding communication theory in general, and specific training to prepare future campus ministers to effectively and dynamically communicate in the different scenarios they will likely face: preaching on campus, preaching in churches, missionary windows, support raising appointments, dorm programs, teaching,

small group facilitation, etc. Also, included will be lab times for each CMIT to practice preparation and communication with feedback and follow-up to assure development as a Spirit-empowered communicator.

Mentorship and Character Growth

❖ Weekly meeting with pastoral supervisor

Each CMIT will be assigned to a Diversity Project staff member at his or her campus of ministry as a pastoral supervisor. This supervisor will meet weekly with the CMIT for accountability, prayer, support, etc... The pastoral supervisor will also conduct the mid-term and final evaluation with the CMIT.

❖ Celebration of Discipline

CMITs will read Richard Foster's classic Celebration of Discipline. They will discuss a discipline each month with the other CMITs and a staff facilitator, and develop and follow-through on an action plan during the following month. The pastoral supervisor will play a large part in this aspect of spiritual formation, as well.

❖ Interviews and Seminars

CMITs will interview two or three local pastors, and have opportunities to meet and interact with guests who will be able to encourage and inspire them as disciples and ambassadors of Christ.

❖ Community

The CMIT community will faithfully pray for and encourage one another. They will spend time in prayer together at each of their semi-monthly learning parties. The entire Diversity Project staff will join them in an extended time of prayer and ministry twice during the year.

❖ Reading

Each month, a different book will be read. CMITs will be expected to read these thoroughly, and to write a one-page response. Occasionally, these books may be discussed at the semi-monthly learning parties. In most cases, the books will be discussed with the pastoral supervisor and other CMITs at the local campus.

CMIT Evaluation and Placement

Pastoral supervisors, and the Diversity Project staff will evaluate CMITs. Interns will be evaluated in the areas of Practical Ministry Skills, Academic Performance, and Character Development by the Internship director and Pastoral Supervisor. Evaluations will be conducted midway through the internship experience.

CMITs will be recommended for one of the following:

- recommendation to primary leadership or pioneering of campus ministry
- recommendation to join a campus ministry staff
- recommendation with stipulations
- recommendation to second year of training
- no recommendation to campus ministry

We will work to direct and place graduates in campus ministry situations that will be advantageous for long-term ministry, and endeavor to make decisions in ample time for smooth transition.

As part of the placement process, representatives from various regions and campuses will be invited to share their vision and need with CMITs during the spring semester.

General Guidelines

Personal Conduct and Appearance

It is expected that each staff person will maintain high standards in their personal attitudes, values, professional conduct and appearance as they work with fellow staff, students and the broader world.

While we have no set dress code we do expect that each staff person will dress appropriate to the occasion they are entering and in a way that conveys our maturity and sensibilities to general cultural standards.

Promptness and Preparedness

All interns are expected to arrive on time consistently and fully prepared for all scheduled meetings and events.

Interns will not schedule needed doctor or other personal appointments during known staff meetings or event times. If such a scheduling need does arise it is assumed that the intern will coordinate the best time for an unavoidable appointment with the administrator or director ahead of time.

Sick Days and Holidays

We do not have a policy regarding sick days. If an intern is too sick to work then should call into the office and notify the office administrator that they are staying at home for the day. It is assumed that a person who is sick will stay at home (except for medical reasons), rest, and take all appropriate actions to get well.

Interns will be given a Christmas and Thanksgiving break. Specific dates will be given during the fall semester.

Labor Day, New Year's Day, ML King and Presidents' Day are not considered holidays for interns.

Confidentiality

All Chi Alpha ministry records, employee records, counseling records, staff meeting topics and/or decisions are considered confidential. Disclosure of confidential information of any kind to unauthorized individuals, allowing unauthorized access, or misuse, theft or sabotage of such data is considered a breach of confidentiality and grounds for termination.

Disciplinary Termination of Internship

Termination from the Diversity Project would transpire if an intern were to violate the ethical and attitudinal standards of Chi Alpha Campus Ministry or the Assemblies of God. Other potential causes for termination would include but not be limited to violation of the confidentiality policies. Being a repeated source of disharmony in the staff. The failure to fulfill your ministry portfolio in a reasonable and proficient way. The encouragement and/or establishment of a romantic relationship with any student or staff person. Any misuse of ministry funds and/or equipment for personal gain, or the purposeful undercutting of the reputation and/or authority of any fellow staff member.

Before You Arrive

Orientation

Orientation will be held the first week of August. Refer to the Director's letter for specific dates.

Housing

Housing options can be suggested by the local campus missionary you will be working with. Please be settled in those housing arrangements before orientation begins.

Internship Fee

A one time internship fee of \$900 will be due by orientation. Arrangements can be made with the director to pay this fee on a monthly basis during your internship. Internship fees cover books and registration fees for Fall Breakaway and S.A.L.T.

Exegesis Class

CMITs will be expected to read How to Read the Bible for all its Worth by Gordon Fee before arriving on site in August.

Locations

(not all locations are available for CMITs each year)

The University of Louisiana – Lafayette

www.lachialpha.org

Located in Lafayette, Louisiana the University of Louisiana has a student body of approximately 17,000 students. Students come from every state in the U.S., every Parish of the state of Louisiana, and nearly 100 nations of the world. Chi Alpha @ UL has been active for over 35 years and operates a Café / Student Center as well as a community-living discipleship house. In addition to a great working relationship with the University, the ministry has a regular outreach to international students, athletes and an ever-growing cell ministry. Chi Alpha has consistently been the most diverse group of students on campus!

UL Chi Alpha serves as the host campus for the Diversity Project. The bi-monthly learning parties will be hosted here with immediate access to Starbucks coffee.

Louisiana Tech University

www.latechxa.org

Tech hosts nearly 12,000 students from 50 states and 70 different nations. They run three quarters, instead of two semesters, academically. Our Ministry is unique because people are unique. We have a great group of students that range in interest from music to motorcycles. We strive to be all things to all people. La. Tech XA is an organization that values:

- Authenticity
- Commitment
- Mentorship/Discipleship
- Servanthood
- Guests/Freshmen
- Fellowship/Community

We have a unique opportunity to minister in a small town to a university of about 12,000 students. These students range from really rural to very big city lost in a small town.

Louisiana State University

www.lsuuxa.org

LSU is the flagship university of the state of Louisiana. It is a community of over 34,000 students, faculty and staff from every state and from over 120 nations. The Greek Fraternity and Sorority system is strong at LSU and the spirit of the "Fighting Tigers" is legendary.

LSU Chi Alpha is unique in that we are ministering at the largest state school in Louisiana. We are ministering to students who are passionate about athletics and academics. We are excited about what God has done. We are more excited about what God is going to do.

Grambling State University

Grambling State University is considered a Historically Black College or University (HBCU). These universities were established before the 1954 Brown vs. Board of Education ruling which declared that segregation was unconstitutional. HBCU's have historically been catered to the specific needs and experiences of African American students. As such, many of the students come from urban areas; therefore, while Grambling State University is located in a rural area, the students are predominately from the inner city. In this case Grambling could be considered a city of cities. Many of our students come from Chicago, Detroit, New York, Los Angeles, New Orleans, etc. As so many Grambling students come from all around the nation, 75% of our students live in the campus residence halls. Grambling State University would be a great place for interns to learn both the value of working in an inner city, and the power of ministering to students in the dorm.

New Orleans Area Campuses

www.nolaxa.com

Chi Alpha New Orleans was pioneered in 2003, and currently focuses around Tulane (one of the top 50 schools in the nation) and Loyola. These two private universities are home to nearly 20,000 students from everywhere in America, and over 100 nations globally. We are also reaching into other campuses in New Orleans, including three HBCUs (Xavier, Dillard, and SUNO) and two primarily commuter, state schools (Delgado Community College, and UNO), with the goal of pioneering strong Chi Alpha communities on each campus.

We are a pioneering ministry with faith, community, and action as our core values. Also, our focus on service and justice help make this metro ministry unique.

Nicholls State University

www.nsuxa.org

Nicholls State University is a medium size (7500) public university offering both undergraduate and graduate degree programs in a variety of fields from Culinary Arts to Nursing. Nicholls state has a diverse student population that is primarily from south Louisiana, but includes students from all over the nation and the world. The international student population averages about 100 foreign students each semester and our Chi Alpha groups reaches out to nearly 50% of them each semester.

Over 67% of our students claim "undecided or unspecified" as their religious preference on a recent survey. This tells us that they are searching for something way more than any religion can provide! Our primary goals are to reach students with the life changing message of Jesus Christ, and to disciple students in spiritual and life issues.

McNeese State University

McNeese is located in Lake Charles, LA and is home to nearly 9,000 students. It is primarily a regional university, but hosts many students from around the globe, as well. Chi Alpha is just coming back to McNeese after a long absence.

Primary Campus Leaders

[Eric & Annabelle Treuil \(UL\)](#)

Born and raised in New Orleans, Louisiana Eric is in his 20th year of ministry at UL-Lafayette. A communications major and graduate of Nicholls State University, he came to faith in Jesus as a university student. He serves as the senior campus missionary at UL, as well as the chaplain of the UL football team. He will also serve as the Chancellor of the Diversity Project.

[Greg & Angie Pampell \(Tech\)](#)

Greg and Angie are both from Louisiana. They attended Louisiana Tech, where they met, and grew within the fellowship of Chi Alpha. They interned with Ronnie Hoover at the University of Arkansas and returned to join the staff of Tech XA. Greg stepped into the role of primary director in 1998, and enjoys many things like hunting, fishing, sports, music, and computers, along with many other things. Greg and Angie have one son, Nicholas, and two daughters, Julia and Angelica.

[Josh and Heather Higgins \(LSU\)](#)

Josh and Heather fell in love with the mission and vision of Chi Alpha while students in Bible College! After graduation, God opened the door for Josh to receive further training at the University of Louisiana - Lafayette with Chi Alpha Campus Ministries. Josh and Heather have served with Chi Alpha on a variety of campuses for 11 years. Together they desire to see students rooted and established in God's friendship and finding their purpose in partnering with God to take His friendship to the world. They have two beautiful girls, Chloe and Jordan.

[Matt & Jen DeGier \(New Orleans\)](#)

Matt and Jen met at Bible College in Minneapolis, MN. From there, God turned their hearts to the college campus, first at the University of Minnesota across the river, and then during their CMIT at UL after graduation. They desire to pioneer Chi Alpha, and God has brought them to New Orleans to do it. They long to see students become true Kingdom-minded disciples with a heart for the whole world, so they spend a lot of energy looking for internationals to love and serve, as well as planning and participating in cross-border missions.

[Chris & Felicity Buckel \(NSU\)](#)

Chris is originally from Metairie, Louisiana and Felicity is from Chackbay, Louisiana. After attending Southeastern Louisiana University, Chris was offered a job at Nicholls State in 1997. During Chris' tenure at Nicholls, he had the opportunity to meet XA Campus Pastor Joshua Higgins who invited him to lunch. After a year of coffee and lunches, Chris gave his heart to Jesus on August 7, 2001 at the local Western Sizzlin after Josh told him more about Christ. He immediately became involved in XA, and in the fall of 2004, after God called him to Campus Missions. The Buckels left for the University of Arkansas to do an internship with Ronnie and Dana Hoover. God called the Buckels back to Thibodaux and Nicholls State in the summer of 2005. Chris is a licensed minister with the Assemblies of God. He and his wife have been married for 2 1/2 years and have two adorable girls, Krissalyn and Kiera.

[Sullivan & Shonda Turner \(McNeese\)](#)

The Turners are natives of New Orleans, but went to Cajun country for university: Nicholls State. The influence of Chi Alpha helped lead them to a true relationship with Christ, and they

spent a few years after graduation volunteering with XA and serving as CMAs. In 2004, they followed God's call to become XA missionaries full time, and served as CMITs with Eric Treuil at ULL. Now, they are re-pioneering Chi Alpha at McNeese St, where they desire to focus on reaching athletes and internationals.

[Josh and Rachel Harvey \(Loyola\)](#)

[Christine Thrower \(UNO\)](#)

Support Staff

[Kelsey Tomes \(UL\)](#)

[Lee and Brianne Blakney \(UL\)](#)

[Ken Taylor \(UL\)](#)

[Miranda Taylor \(UL\)](#)

[Jennie Weisse \(Tech\)](#)

[Brianne Childress \(Tech\)](#)

[Michelle Geeseman \(LSU\)](#)