



Dear Fellow Labor in Christ,

We are so excited that you are considering a Houston Campus Ministry Internship! Since Campus Crusade for Christ's inception in 1951 our belief has been that *"If we reach the campus for Christ today, we can reach the world for Christ tomorrow!"* Fifty-seven years later I firmly believe this is still true! Tomorrow's leaders of the world are on our campuses *right now* and need a witness for Christ on their campus. Who will reach this key group of people who can have such a profound effect on our world?

Jesus saw the need for laborers early on in his ministry. In Matthew chapter 9 after travelling throughout the cities and villages Jesus looked out on the crowds and said to his disciples, "The harvest is plentiful, but the laborers are few; therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest." Then just after asking them to pray for laborers Jesus called the 12 disciples into ministry.

As you enter into this process, pray and consider if God would be calling you to embark on a Houston Campus Ministry Internship. We want to walk with you through the process. First, we want to provide you with this packet of information about what a Houston Campus Ministry Internship is and how it works. We also want you to know that we are available at any time to talk through your thoughts, concerns or question you or others might have (ie parents, etc.).

Again we are so excited for you and want to thank you for your prayerful consideration of this calling.

God Bless

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OUR VISION

The campus ministry of Campus Crusade for Christ is a network of vibrant, growing movements on 1,131 campuses in the United States and beyond. Proven and diverse outreach strategies expose millions of students to the gospel each year. Over the past five years, more than 37,300 students made a decision to become a Christian and 3,250 students chose to enter full time ministry with Campus Crusade for Christ.

Here in Houston our vision is to establish evangelistic movements on every campus in the Greater Houston Area so that every college student will have the opportunity to say yes to the love and forgiveness offered through a relationship with Jesus Christ.

We are praying that God would allow us to *win* students to Christ, *build* them in their faith, and *send* them out to reach others. Through this process of win, build, and send we pray that God would use the college students of Houston to reach their fellow classmates with the gospel.

With 35 campuses and over 225,000 college students represented in this scope we fully recognize that this is a *God* sized task. We are praying, planning and believing that in the next 5 years this vision will be reached.

Through prayer, creative strategies, trained students and volunteers, faith, and financial resources we will continue to move forward trusting God to do a mighty work in these students' lives for his glory.

We focus on the 4 year universities in the Houston area, the 2 year community colleges, and private schools as well. We are praying that God will help us establish multiple evangelistic movements on these campuses! In the next 5 years we pray that God will continue grow our resources to expand to all 35 college campuses in Houston. Our strategy involves win, build, and send on each of these campuses.

WHAT IS A HOUSTON CAMPUS MINISTRY INTERNSHIP?

As a Houston Campus Ministry Intern (CMI) you will spend one year helping to fulfill the Great Commission in the city of Houston and beyond. Use your gifts, abilities, and even professional skills to reach students for Christ.

AS AN INTERN YOU WILL:

- ✦ Receive training in the context of a team and through personal discipleship
- ✦ Acquire skills to help you continue to minister in the marketplace
- ✦ Receive many opportunities to grow in your relationship with the Lord
- ✦ Gain time to decide if God may be leading you to full-time ministry
- ✦ Make an eternal difference in the lives of students
- ✦ Be developed in their individual giftings and talents

SALARY

Upon acceptance as a Campus Ministry Intern, you will have the opportunity and responsibility to raise your own financial support* to cover your salary, ministry expenses and medical coverage. You will receive further training on how to raise support for your ministry.

Note: A special funding opportunity exists for minority interns. For more information, you can contact David or Jesslyn.

COLLEGE CREDIT

Your internship may qualify you for college credit through your university. Contact your university for more information.

DEADLINES

The deadline for submitting your completed application is March 1 st. The completed application includes your application, biographical material, all elaboration forms and questionnaires, all references, your signature page, and application fee. Late applications will be charged a \$50 non-refundable application fee. Absolutely no applications will be received after April 1st.

You can start your application online at apply4internship.com.

WHY A HOUSTON CAMPUS MINISTRY INTERNSHIP?

Campus Crusade for Christ has a rich history of students believing God for great things. College students have been taking one year STINTs and launching new campus ministries all over the world in places such as Russia, East Asia, and the Middle East. College students reaching college students--that's the history of Campus Crusade for Christ.

And that history continues to be made. Right now on campuses all over the world students are ready to respond to the gospel. Yet, more laborers--students and those fresh out of college--are needed. God is calling people who desire to pioneer new ministries in the United States and around the world.

That's why the Campus Ministry of Campus Crusade for Christ has developed this unique avenue of ministry. You could be a Campus Ministry Intern--a one-year commitment to believe God to do something powerful in and through your life. We've been sending students for a one-year STINT overseas for years, and now we're ready to send students everywhere--both in the United States and internationally.

Perhaps you're not sure what you'll do with the rest of your life. Perhaps you would like to give a year of your life to reaching students, discipling leaders, and establishing new student ministries. Or maybe you can picture yourself using your skills in your field of study for ministry. Maybe you would just like to spend a year getting a feel for full-time ministry.

What can happen in a year? In just a year, you could open up new campus ministries in the United States. In just a year, you could establish a ministry to reach ethnic students on a campus. In just a year, you could receive the training to lead a life of ministry where God might take you!

And why go alone? Bring your friends with you! Ministry is much more effective when it's done by teams of people believing God and working together.

Look through history. Thousands have gone before us to reach students. Now it's our turn. It's our turn to be the new pioneers who build the foundations for the next century. Come and be a Campus Ministry Intern.

"All authority has been given to Me in heaven and on earth. GO therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age." Matthew 28:18-20 (NAS)

INTERNSHIP NUTS & BOLTS

BASICS/DATES

When should I apply?

You can apply on-line as early as November 1st. Once the application materials are complete and all references are received, the turnaround time is 4-6 weeks until you receive a decision. The earlier you complete your application the better. Applications received after April 1 may not be processed in time for the Intern Kick-off weekend (mid April).

When does my internship begin and end?

Internships follow the school calendar year of August to July. Provided you have raised all of your financial support, your official "hire date" will be August 1st.

What if I want to continue my internship for a second year?

You can make that request in April and go through an evaluation process for approval of a second year internship. Two years is the maximum amount of time that you can serve as an intern.

When is the Intern Kick-off Weekend?

Mid-April, 2009 (dates TBA). This is a required conference for all interns. It will be in Austin, Texas at the Embassy Suites in the Arboretum area. Your parents will also be invited to a Parent's Q&A seminar from 3-5pm on Saturday, and to the Commissioning Dinner in the evening.

Will I receive any other training for my job?

In early August, there will be a U.S. Intern Briefing Conference in Austin to prepare you for the transition to full-time ministry and to equip you in relevant ministry skills for the upcoming year. You will also go through a weekly Intern Development curriculum during the year.

FINANCES

How much will I be paid?

An intern's after-tax salary is \$1,000 to 1,200 per month.

When will I start getting a paycheck?

As an intern, you will begin receiving a salary once you have completed your MPD. As with most incomes, taxes will be deducted from your paychecks.

Can I reimburse ministry expenses?

Yes, you can reimburse ministry mileage, travel for ministry purposes, CCC meetings, retreats or conferences, Meals and Per Diem for ministry events, supplies for Ministry Partner Development and newsletters, other ministry supplies and materials, and non-covered medical and dental expenses. You cannot reimburse personal items, household items, non-prescription medicine, computer, personal travel expenses or anything else that is not a direct ministry expense.

INTERNSHIP NUTS & BOLTS (CONTINUED)

What if I have student loans and other debt?

If you have student loan debt you may be able to have the payments deferred for the time that you are an intern. The first step will be to approach your lending agency (in person, if possible, or by phone or letter if not) and explain that you will be interning for a year with a non-profit organization. There is usually a 6-month grace period between graduation and debt repayment. Ask for an extension of that 6-month period to 12-16 months, which should cover the time that you are an intern.

If your debt is a car payment, US Interns may raise additional support up to \$200/month for that payment. If your debt is consumer-related, and you have no other debt, then you will have to make payments out of your salary (up to \$75/month for US; \$50/month for STINT). Those with a combination of debt will be handled on a case-by-case basis.

RAISING SUPPORT (MINISTRY PARTNERSHIP DEVELOPMENT-MPD)

How much support will I have to raise?

The salary of a U.S. intern is approximately \$1,100 per month depending on your area's cost of living. This includes approximately \$300 for housing/rent costs. In addition, the intern must raise support for Social Security and federal taxes, health insurance, ministry expenses, and overhead. So the total is approximately \$2,700/month (2007-2008). This will be more if the conferences and summer projects, as well as any other predetermined ministry expense. The grand total of all support that needs to be raised is about \$25,000-35,000 for the year.

Note: A special funding opportunity exists for minority interns. For more information, you can contact David or Jesslyn.

How long do I have to raise my support?

You can begin raising your support as soon as you receive your final acceptance. So the sooner you apply the better. The goal is to finish by August 1st. If you have not completed your MPD by the time school starts at your ministry location, we will consider granting exceptions to continue the MPD process on a case-by-case basis for up to 2 months.

How will I know how to raise support?

You will be given a Ministry Partner Development manual and CD rom's with lectures and note-taking outlines to help in the support raising process. You will also receive 3 hours of training at the Intern Kick-off weekend in mid-April. We do our best to provide you with an MPD coach during your ministry partner development time.

What if I don't raise all of my support?

If it is time to report to your assignment, but you are not at full support, one of two things can happen. If not much support has come in, then that might be an indicator that God is calling you to do something else. The (very few) people who do not see their support come in are still thankful for taking this step of faith and can see God's hand in it. If you are very close to finishing, time may be allotted for you to complete your support raising and still get to your assignment. Each situation will be evaluated on an individual basis, but you must be at full support and have clearance from your Regional Intern Coordinator in order to report to your assignment.

INTERNSHIP NUTS & BOLTS (CONTINUED)

Will I have any help and encouragement during the support raising time?

Yes. During your time of MPD (Ministry Partner Development) you will be assigned a coach who will help you through the process. While this person cannot go on appointments, dial the phone, or write letters for you, he/she will give you instruction and encouragement along the way. He/she will help keep you on track toward your goal of reaching full support.

Campus Crusade's Perspective on the Support You Raise

Each donation that your financial support team sends in to Campus Crusade for Christ is considered a charitable contribution to a non-profit organization (501c3). While the contribution is credited to your individual staff memo account, it is not money to "spend as you wish" but is subject to I.R.S. guidelines and Campus Crusade's discretion on how it is spent. Campus Crusade for Christ is your employer and will handle and disperse support money. It is from the support you raise that you will receive your salary, reimburse ministry expenses and transfer money for certain things (fees and conferences.)

BENEFITS

Will I have insurance while employed as an intern?

YES. Campus Crusade's healthcare plans are self-insured (self-funded) and are administered by Blue Cross/Blue Shield. You will be fully covered under this plan and should receive a packet explaining your Benefits with BCBS at the Intern Kickoff Weekend. Below is a summary of the benefits you will receive.

Life Insurance:

\$50,000/person, \$100,000 each for couple without dependent children; \$250,000 each for couples with dependent children.

Health Insurance:

In almost all cases, the insurance and intern each pay a percentage. Whatever amount the insurance doesn't cover and the intern has to pay, she can reimburse from her staff account. In other words, no medical expenses need to come out of her paycheck.

Medical Plan:

Campus Crusade for Christ is in a Preferred Provider Organization (PPO). The intern receives a lengthy list of doctors of all specialties who are in the PPO for that particular city. He or she can choose to go to any doctor on that list.

For doctors and hospitals in the PPO Network Area:

Physician Office Visits - Covered at 100% after co-payment/visit

Out-Patient and In-Patient Care - Covered at 90%, the patient pays 10%

For doctors and hospitals not in the PPO Network Area:

A person can go to a doctor or hospital that is not in the PPO Network.

Physician Office visits - Covered at 80%

In and Out-Patient Care - Covered at 50%, the patient pays 50%.

INTERNSHIP NUTS & BOLTS (CONTINUED)

For doctors and hospitals where there is no PPO Network Available:

Physician Office visits - Covered at 80%

In and Out-Patient Care - Covered at 80%, the patient pays 20%.

Prescription Drugs:

Generic \$5; Preferred \$20; Non-preferred \$30
The benefits plan includes a prescription drug plan that will be explained at the intern kickoff weekend.

Calendar Year Deductible:

\$500/person; \$1,500 for families.

Calendar Year Maximum Out-of-Pocket:

\$5000/person; \$10,000 for families.

Dental Plan:

There is no network listing of dentists. The intern goes to whomever he or she chooses.
Preventative check-up services: Covered at 100%, and not subject to the deductible.

Calendar Year Deductible: \$50/person

Calendar Year Maximum Payments: \$1,000/person/year for most eligible expenses

When will my insurance coverage begin?

Please make sure you will be covered with your current healthcare insurance up through one month after you report to your Campus Ministry Intern assignment.

If your hire date (approximately the date you complete your MPD and report to campus) is the first day of the month, your coverage with Great West will begin on the first day of the following month. If your hire date is the sixteenth day of the month, your coverage will begin on the first day of the second full calendar month you are employed. For example, if your start date is August 16th, your coverage starts October 1st.

If you have been under a work or school policy that will end before your new coverage begins, see if you can extend it for a month or so. Most insurance agencies can do this for a minimal price. Otherwise, check into a short-term policy (or possibly inclusion on your parents' policy). Often, auto-insurance providers also provide life and health insurance.

POLICIES

Are there certain policies that I should be aware of?

These policies that are in place to help make your intern year with Campus Crusade for Christ smoother and more effective.

Church Involvement

As a U.S. intern with the Campus Ministry, we ask you to affiliate with and actively participate in a church at your assignment whose doctrine and ministry are in agreement - in belief and practice - with the Campus Crusade for Christ Statement of Faith and ministry objectives.

INTERNSHIP NUTS & BOLTS (CONTINUED)

Speaking in Tongues

We are an interdenominational movement which seeks to minister to all segments of the Body of Christ, and we realize that there is division within the Body of Christ over the matter of speaking in tongues. Just as we deal with any doctrinal issue not central to the major thrust to which God has called us, we ask that interns would avoid division or confusion by not emphasizing the gift of tongues.

Campus Crusade for Christ has always taken a neutral stance on the existence of tongues; and we, as a movement, neither condemn nor condone its use. In allowing the private use of tongues we are not endorsing or promoting tongues. Rather, we are giving freedom to those who believe they have the gift, to choose whether God would have them exercise the gift of tongues privately. Any Campus Crusade for Christ intern who feels he/she has the gift of tongues must refrain from a) promoting the public use of that gift, and b) using the gift of tongues publicly - restricting any practice of tongues to his/her private devotional life.

Use of Alcohol

Scripture places some restrictions on a mature believer's liberty in Christ, in that while acting in a position of spiritual leadership he/she must act with a high level of consideration for those around him/her (I Tim. 3:1; I Cor. 8,10; Rom. 14). As a result, certain behaviors have been singled out by American Christians as significant with regard to "causing others to stumble."

The Campus Ministry expects each U.S. intern to consider all lifestyle choices in light of his/her role as a spiritual leader, and with respect to how particular actions can influence believers and non-believers.

We specifically ask you to refrain from drinking alcohol while serving as an intern. There may be other areas that would also not be wise choices even though there is freedom in Christ in these areas. Therefore, we ask U.S. interns to act with sensitive regard for others so that our ministry and testimony is "profitable" among those we are seeking to reach and disciple.

Personal Relationships and Dating

For practical and spiritual reasons, U.S. interns are expected to concentrate ministry activities toward persons of the same sex. In addition, a U.S. intern is to exercise extreme caution regarding casual dating with persons in his/her ministry "target audience." A U.S. intern is not to date a student from his assigned location without the knowledge and permission of his intern supervisor.

Conferences

Attendance at all scheduled conferences is mandatory. These include: The Intern Kickoff Weekend, training and debriefing conferences, and any student conferences appropriate to the students of your assigned location.

If I still have questions, who should I call?

David Taylor
Houston Director
david.taylor@uscm.org
713-545-6431

Jesslyn Patterson
Houston Associate Director
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QUESTIONS FOR PARENTS

What is an internship and what is the purpose?

A Campus Ministry Internship is an opportunity for a college student or recent graduate to spend one year in the U.S. or overseas with a team of others and be involved full-time in ministry/missions work on a college campus. The interns help pioneer ministries on a new campus, join an existing ministry team, or use their educational skills with our regional or national headquarters. Each year, approximately 500 students and recent graduates from across the U.S. do an internship with Campus Crusade.

There are numerous ways that students/graduates can benefit from the year. Those who go on stint (overseas internship) experience international travel in a supervised Christian context, learn about another culture and language, and gain new appreciation for the privileges that we have in America. Interns in the U.S. and overseas receive development to help mature personally and spiritually, and have the exciting opportunity of seeing others' lives touched through their ministries. The staff team invests in them as they invest in others.

Many who do an internship have already decided on their future careers. They look at the internship as a way to receive valuable ministry skills and experience for one year that will benefit them for the rest of their lives-to become better equipped to minister in the workplace, with family and friends, and serving in the church.

Some are thinking about joining the full-time staff of Campus Crusade for Christ. A one-year internship gives them the opportunity to "try out" staff and determine if it is something they would like to do, or possibly discern what other vocation to pursue if they decide otherwise.

Where will my child's internship be and what is the time frame?

Our desire is to honor requests for a location assignment. Most often, they will intern at the school he or she attends because it is familiar-he has friends there and knows the campus.

In general, the interns raise their financial support during the summer (A staff person is assigned to each intern to coach him or her in raising support, and the interns will receive training at our intern conference in how to raise support.); report to their campuses in August (the exact date varies from campus to campus); intern the entire school year; and either finish their internships in May, or go on a summer project if they choose to and finish their internships in July.

How is Campus Crusade funded?

Campus Crusade is a non-profit organization supported by donations from individuals, churches, businesses, and foundations. It is a charter member of the Evangelical Council for Financial Accountability (EFCA). This organization establishes high standards for promoting sound financial practices and accountability among Christian organizations.

In the November, 1996 issue of Money magazine, Campus Crusade for Christ was ranked first among religious charities on the basis of how efficiently money is spent on programs. Campus Crusade for Christ is audited annually and an annual report is published and available upon request.

QUESTIONS FOR PARENTS (CONTINUED)

I understand staff members and interns are required to raise funds to cover the costs of their ministry. What is the typical amount and for what expenses will my child need to raise money?

Yes, every staff member and intern is responsible for securing contributions to cover his or her salary, benefits, reimbursable ministry expenses, and 12% assessment. The amount varies from year to year and depends on the location. Below are the approximate ranges based on last year's figures.

U.S. Interns:

\$2,700 in monthly support and \$1470 in special needs gifts (one-time contributions).

Monthly breakdown:

Salary \$1,000-\$1,200

FICA tax 350

Insurance benefits 425

Reimbursable ministry & medical expenses 210

12% administrative charge 231

(7% admin. costs

5% to expand overseas ministries)

The \$1470 in special needs is for ministry partner development expenses during the summer, processing fee to help offset costs, and for settling-in costs when the intern moves to his or her ministry location.

Why was this method of funding chosen?

People want to be involved with people. This type of giving encourages strong relationships to develop between the interns or staff and contributors, allowing the ministry financial partners a great deal of personal involvement with the ministry of the intern or staff member. Each person is accountable to those who choose to invest in his or her ministry, and he becomes a representative of these ministry partners.

We believe we are on solid Biblical ground in asking our interns and staff members to trust the Lord to raise up a team of financial partners to under gird the needs of the individual and ministry. For more information on Campus Crusade's view of scripture regarding support raising, please call or e-mail our Internship Coordinator, Regina Clark at 512-615-2501 or Regina.Clark@uscm.org

I am concerned about my child's financial security. How could he/she live adequately for one year on a limited salary? Also, how do the full-time staff live on a limited salary?

Our salary structure is designed to meet the needs of the interns and staff by providing a moderate income. The interns' salary is similar to a single staff base salary. For determining the compensation structure for full-time staff salaries, Campus Crusade has selected the intermediate level of the Consumer Price Index as a guideline. All full-time staff members, including the founders Dr. Bill and Vonette Bright, raise their own support and are on the same salary structure. Of course, the salary range varies based on marital status, number of children, and geographic location. Within the salary range, an individual or family has flexibility and freedom to increase their salary as needed, up to a maximum cap.

QUESTIONS FOR PARENTS (CONTINUED)

The salary is evaluated annually and is adjusted to the rising cost of living. Interns and staff are covered with health and life insurance and workers' compensation. The coverage is the same for interns and staff. Staff also have a pension plan, long-term disability insurance, and may enroll in a 403(b) plan (which is basically a 401(k) for non-profit companies).

What kind of health and life insurance coverage would my child have?

(see benefits section)

When would my child's health insurance coverage and salary actually begin?

The federal government does not consider an intern an employee until all of his support is raised and he can start ministering on campus. In other words, he is considered an "intern applicant" while raising support and legally becomes an "intern" once his support is completely raised. Since he is not an employee during the time of support raising (usually summertime), unfortunately, we cannot cover him with health insurance then or pay him a salary.

Therefore, your son or daughter would need to find health insurance coverage during that short time by extending his school's insurance for a few extra months (most school insurance programs will allow this) or getting a short-term policy from another company. Often, one's car insurance provider is able to provide health insurance.

An intern's benefits take effect one full calendar month after he raises his full support and is legally hired and continue for 30 days following his termination date.

How does the intern actually receive a paycheck?

Contributions are distributed as follows: The donors' contributions are sent to Campus Crusade for Christ headquarters in Orlando, FL and are deposited into the intern's individual staff account. She then receives her salary out of this account as well as reimbursable ministry expenses. Taxes and health/insurance benefits are taken out of her account before she receives a paycheck.

What is Campus Crusade's relationship to the local church?

Campus Crusade sees itself as an extension or arm of the local Christian church with expertise in particular areas like evangelism and discipleship, working closely with pastors and churches throughout the U.S. and world.

Students, interns, and staff involved with Campus Crusade come from a number of denominational backgrounds. We encourage students to be involved with a local church. Interns and staff are expected to affiliate with a local church of their choice within three months of moving to their ministry location. The important factor with whatever church is chosen is that it is a church where Christ is honored, His Word is preached, and it is held that salvation is by grace through faith alone.

Campus Crusade's statement of faith clearly maintains our belief in the deity of Christ and in the authority and reliability of the Bible. Campus Crusade encourages allegiance to Christ Himself, not to the organization or its leaders at any level.

QUESTIONS FOR PARENTS (CONTINUED)

If I have more questions or want more details, whom do I contact?

For general questions about internships, including the application process, support raising, finances, and preparations contact:

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(512) 615-2501
Regina.Clark@uscm.org

If you would like, you may obtain a copy of our annual report, Statement of Faith, the Evangelical Council for Financial Accountability's seven standards of responsible stewardship, or more information on our personnel and financial procedures by contacting our headquarters at: Campus Crusade for Christ, Human Resources, Dept. 2700, 100 Lake Hart Drive, Orlando, FL 32832 or call 1-888-Crusade and ask for the Human Resources department. You may also be interested in our website at www.ccci.org.