



# Leadership Application

CNU InterVarsity 2012-2013

“The place God calls you to is the place where your deep gladness and the world’s deep hunger meet.”

-Frederick Buechner

**Revised as of:  
1/20/2012**

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## A Word About Leadership

### Leadership is a Lifestyle

One of the best things about our chapter is that our students make it work. Each spring we put out the call: "who will step out and take a risk to serve and to lead this witnessing community into the next school year?" The word *leadership* in our time has all kinds of baggage associated with it. To some people, it automatically induces feelings of queasiness, fear, and self-doubt - "I could never do that!" For others, the more achieving-types, leadership becomes a ladder that they aspire to climb in order to be known, to be recognized, to conquer. Neither one of these is reflective of the gospel. The gospel is the "good news" that Jesus Christ, being fully God and fully man, has taken on the form of a servant, to lose His life that we might die in Him, and that He might live in us.

The invitation to leadership is an invitation to follow in His steps - to lose our lives that we might find them in Jesus. It is more about our discipleship than our achievements, more about becoming like Christ than it is about how good or bad we think we did. Make no mistake: all good leadership is real sacrifice (of time, energy, love); it is inconveniencing yourself for the sake of others. But if this is where the Lord is calling you, Scripture promises that in your obedience you will meet Jesus, and in meeting Jesus, you will know life *abundantly*. Lastly, real leadership is not about having a title or holding a position; real, Biblical leadership is about being a leader—it is a lifestyle.

### Lifestyle Commitments

Being on leadership means that you commit to several things. The first is that you would be actively pursuing your own relationship with the Lord; your first commitment is to Him always. Secondly, you are committing to being a significant part of this community (and that as a leader, not just a position-holder). Part of the lifestyle of a leader is making time to 'be fed,' as we are committing much time to 'feeding' others. It is necessary and expected that our leaders are being fed in a local church, and hopefully a small group and/or a discipling relationship for their own sustenance. (This also means that many of us will be committing to discipling, as we are called to pass on the lessons and graces that God has given us.) We also require that you not take any sort of leadership position in any other Christian organization on campus while on leadership with InterVarsity.

There is also a leadership contract that we will ask you to sign once you come onto leadership attached to the back of this application. It deals with some lifestyle issues that we think are important for us to address: alcohol and drugs, relationships within the community, living situations, and sex outside of marriage. We also ask that you make your position in InterVarsity at least a factor in your living arrangement decisions; to be nearby and accessible to campus is an extremely helpful part of serving the chapter. Leadership with InterVarsity is not a cap you can put on and take off at will, but a year-long commitment to the Chapter, the Campus, and ultimately the Kingdom of God. We ask that you take the 'year-long' commitment to heart, knowing that if you let us know that things aren't going well, we will do everything we can to make your leadership experience as valuable, beneficial and enjoyable as possible.

## Time & Financial Commitments

Consider these outside of what you will be doing for your position:

- **Leadership Retreats/Training days-**
  - **August Leadership Retreat** - Usually the weekend after the first or second week of classes in the fall semester. Approx. \$60 per person, all-inclusive weekend at Triple R Ranch in Chesapeake, VA.
  - **Spring Training Day** – Usually the Saturday (9am-6pm) after the first or second week of classes in the spring semester. Approx. \$10 per person, full Saturday commitment at a local church.
  - We tell you this so you can take off work/make necessary plans -- you must let us know ahead of time if some unavoidable circumstance prevents attendance, emergencies not included—otherwise payment will still be expected as we will be responsible for paying for your spot at the retreat center.
- **Leadership Meetings** – Usually 1 or 2 each semester on Sunday evenings
- **Area Conference (November) and/or Chapter Retreat (February)** – whenever possible, approx. \$60 each
- **Chapter Camp at Rockbridge Alum Springs-**. May 6-11, 2012, approx. \$300. We go away for a week after the school year for valuable leadership training and fellowship with other schools in our region (VA, NC, SC).

**Please note:** THERE IS ALWAYS SCHOLARSHIP MONEY AVAILABLE FOR ALL EVENTS.  
Please don't let the cost of retreats/events deter you from applying.

## The Positions - Here is a list of leadership positions with basic descriptions.

If you have a passion and an idea for something not listed/described here, feel free to create a position that would fit your passions and gifts and pitch the idea to us!

### Small Group Leaders:

○ **Details about the position:**

We believe this is the most important aspect of our ministry, where community really happens. If our chapter is to continue to grow, we need more Small Group Leaders. It is expected that Small Group Leaders spend a significant amount of time outside of their regular Small Group meetings with the people in their Small Group, building deep friendships and helping them get to know and follow Christ. Also, Small Groups are often asked by the Events Coordinator to help with the planning and execution of some of the events we do throughout the year. Small Groups are also highly encouraged to participate in 'works of service' for our campus and community periodically. Small Group Leaders are able to lean on the Small Group Coordinators throughout the year for questions, help, or just someone to talk to.

○ **Major responsibilities include:**

- Weekly planning time with your co-leader,
- Co-leading a weekly same-gender Small Group Bible Study,
- Caring for small group members outside of small group meeting time,
- Attending chapter camp at Rockbridge Small Group Vision Track (MANDATORY – May 6-11, 2012)
- Attending any leadership meetings (usually 1-2 per semester on Sunday evenings)

○ **Please note on your application:**

- If you have been a part of or are interested in leading a small group for a specific people-group, such as a sports team, Greek organization, or another "subculture" of people

- **\*\*We ask that you trust our prayerful discernment in the pairing of co-leaders and the choosing of what Scripture to study.\*\***

## Hands & Feet Leaders:

### ○ **Details about the position:**

During the past several years, our chapter has experimented with various ways to begin and maintain a ministry team whose purpose is to foster community.

#### ▪ **Hands & Feet developed out of 3 visible needs in our chapter:**

1. The need for new-comers to feel welcome at our meetings and events and at home in our community
2. The need for a place where core members of our chapter can practically serve the community, even if they are not a part of our leadership team
3. The need for developing a heart of prayer and dependency on God within our chapter

This coming year Hands & Feet will be comprised of at least 3 “leaders”, with one of these leaders serving as the Hands & Feet Coordinator. H&F leaders will work together to pray, plan, and discuss a vision for how our chapter can fulfill the needs listed above. In August, they will gather a Hands & Feet “Team” comprised of chapter members who are interested in serving. Leaders will be responsible for working with team members to accomplish any goals set for the year (ie: running prayer meetings, setting up service opportunities, greeting at large group meetings, etc.)

*Please note that this is a position where you will be leading and teaching others. While we don't expect you to be “perfectly competent” in every way in which you'll be leading, we are looking for people who:*

- Feel a special “pull” towards helping with the needs listed above
- Are willing to teach others about welcoming/witnessing, service and prayer through example

### ○ **Major responsibilities include:**

- Meeting once a week with the Hands & Feet Coordinator to pray and discuss a vision for serving our community
- Meeting with the Hands & Feet Team, once it is established
- Delegating responsibilities to Hands & Feet team members & checking in with them regularly
- Seeking ways that our chapter can better serve the campus and the Newport News community at large

### ○ **Please note on your application:**

Specifically how you feel called to lead others in one (or all) of the following areas, and any previous experience you have in doing so:

1. Inviting, welcoming, and witnessing
2. Practical service opportunities
3. Prayer

## Worship Team:

- **Details about the position:**

This group leads us in song and praise each Thursday night. They work hard to create a spiritually welcoming and nourishing environment at our weekly Large Group meetings. The Worship Team is generally responsible for taking care of the large group room as well, usually being the first ones in and the last ones out. While all leadership positions require some sacrifice of time each week, the Worship Team requires some specific times. Particularly between 6 p.m. and approx. 10/11 p.m. on Thursday nights, and currently the practice time is at 7pm on Tuesday nights (ie: no Tuesday or Thursday night classes/work shifts). The practice time is mildly negotiable once the team has been selected.

- **Major responsibilities include:**

- Making a large time commitment (in both quantity and intensity) and being present and on time at practices and meetings
- Taking part in a Bible Study/fellowship time during weekly practice time
- Setting up musical equipment before large group and breaking down afterwards

- **Please put the additional info on your application:**

- Let us know if the Tuesday night practice time CANNOT work for you
- List all the instruments you can play proficiently
  - Even the odd ones - just because we don't have a certain instrument right now doesn't mean we don't want one!
  - At the same time, we humbly ask that you do not advertise yourself as being gifted to do something that you really cannot. (Ex: Just because your girlfriend taught you G-C-Em-D doesn't mean you can play guitar.)
- If you both an instrumentalist and a vocalist, let us know if you are comfortable doing both at the same time.
- If you are a vocalist, be sure to let us know if you are comfortable 'leading' the worship team and the audience through the songs at large group or not.
- If you are a female vocalist, also let us know if you usually sing alto (lower) or soprano (higher) and if you naturally sing harmonies.

## V-Team (Vision Team):

### ○ **Details about the Team:**

These leaders do a combination of administration and shepherding, with both a logistical and a spiritual component. They serve the chapter by doing the planning and working out of details (the stuff no one else wants to do), praying over the other leaders and the chapter, and discerning where the Lord is leading us as a witnessing community.

### ○ **Major responsibilities for everyone on the team include:**

- A 2 hour V-Team meeting at some point in the week (determined by the team's schedules, but VERY preferably on Monday afternoons)
- Coordinating Team Camp at Rockbridge (MANDATORY, May 6-11, 2012).

### ○ **Specific positions on the team:**

The following are some of the possible positions we could fill – although we don't always fill every position listed here. We will most likely not have more than 5-6 students on our V-team.

## Large Group Coordinator:

- This is the most logistically challenging job on the leadership team because it involves calling speakers (the V-Team and staff will help choose people, but the large group coordinator has to actually follow through to put them on the calendar to speak and send them a thank-you note after they have spoken).
- Also, The Large Group Coordinator must work closely with the worship team and occasionally other leaders, coordinating the announcements/skits/large group schedule, and post-large group activities.
- THE LARGE GROUP COORDINATOR DOES NOT HAVE TO EMCEE (but it can be a little easier that way). Large Group Coordinators who would like to emcee should have a decent sense of time and flow, good energy, creativity and personality for up-front stuff. Please let us know how comfortable you are/how much experience you have emceeing if applying for Large Group Coordinator.

## Men's and Women's Small Group Coordinators:

- The main purpose of these individuals is to work together to lead and care for the Small Group Leaders, as the Small Groups are the backbone of our ministry. Previous experience as a Small Group Leader at CNU is REQUIRED.
- Generally the commitment is to make regular contact with the Small Group Leaders, helping them, encouraging them, sharing/listening to stories with them, praying with (and for) them, gently holding them accountable to their responsibilities, and generally doing everything you can to make their Small Group Leading experience enjoyable and successful.
- Small Group Coordinators also take responsibility to coordinate occasional meetings of prayer and fellowship among all the Small Group Leaders together. For this position, please devote question of 11 of the application to serious prayer and thought.

## Worship Team Leader:

- The main job is to “lead” the worship team. This at least encompasses being the team’s leader, though does not necessarily also mean being the team’s Bible study leader or the actual singer/worship leader (though it is easier on the team if these can all be done by one person).
- Previous worship team experience is REQUIRED. Previous experience with our worship team is very highly encouraged. You must contact the staff and discuss the opportunity beforehand if applying for Worship Team Leader having not been on our worship team before.
- The Worship Team Leader is usually on V-Team in order to help them understand and be a part of some of the big-picture components of our large group meetings and the overall ministry of InterVarsity at CNU, being that they are responsible for leading the most publicly visible group of leaders in our chapter. However, the Worship Team Leader will not always be on the V-Team. This is at the discretion of the current selection committee (made up of current V-team and staff).

## Events & Administration Coordinator:

- The E&A Coordinator’s main job is to administratively assist the Vision team in planning events and to delegate event responsibilities to other leaders and chapter members.
- You will serve as an information hub for the chapter – this position requires you to be in frequent contact with CNU scheduling, student affairs and leaders of other clubs and ministries. You will be the very important “communication link” between Vision Team and the campus.
- It is highly recommended that the E&A Coordinator be someone who is gifted administratively (ie: good at working with details, paperwork, and deadlines.)
- It is preferred that you have experience serving on the leadership team in previous semesters, but previous experience is not as necessary with this position as with some other coordinating positions.

## Hands & Feet Coordinator and/or Outreach Coordinator:

- These are 2 separate positions that may or may not be on the V-Team every year. (This decision is at the discretion of the current selection committee (made up of current V-team and staff).
- Either position may be on V-Team in order to help them understand and be a part of some of the big-picture components of our large group meetings and the overall ministry of InterVarsity at CNU, and to facilitate the coordination of the events they lead.
- With either position, it is preferred that you have experience serving on the leadership team in previous semesters, but previous experience is not as necessary here as with some other coordinating positions.
- **The Hands & Feet Coordinator’s** main job is to assist the H&F leaders as they provide a place for chapter members to serve in areas of welcoming & witnessing, practical service and prayer.
- For more details about this position, please refer to the Hands & Feet leadership position description on page 6.
- **The Outreach Coordinator’s** main job is to lead the chapter in reaching out to the CNU Community in witness, both in word and deed. They will likely work to organize and train leaders for hosting a large evangelistic event on campus, such as a proxe station. Please note that this is still a new and evolving position in our chapter, and we are open to your ideas and vision for this part of our ministry.

## Application Info

**Due by Thursday, February 23** via email to [IVLeadershipApps@gmail.com](mailto:IVLeadershipApps@gmail.com). We will also need a hard copy at Large Group. We ABSOLUTELY cannot consider anyone for leadership until we have the Commitment and Doctrinal Basis signed and dated.

**On a separate sheet of paper**, please answer the following questions. The selection committee (made up of current V-Team and staff) will prayerfully read through your application and you will be contacted around the first week of April.

## Our Contact Info:

Thank you! We're praying for you, please be praying for us as we make these decisions! Please don't hesitate to contact us if you have questions or want to talk this through with us.

| Name                            | Best phone number   | E-mail address                      |
|---------------------------------|---------------------|-------------------------------------|
| <b>Sarah Cribb (E&amp;AC)</b>   | <b>703-407-6981</b> | <b>sarah.cribb.08@cnu.edu</b>       |
| <b>Eric Fesmire (LGC)</b>       | <b>434-258-1303</b> | <b>eric.fesmire.09@cnu.edu</b>      |
| <b>Christian Holmes (MSGC)</b>  | <b>703-593-0675</b> | <b>christian.holmes.09@cnu.edu</b>  |
| <b>Tori Rupert (WSGC)</b>       | <b>540-604-4545</b> | <b>victoria.rupert.08@cnu.edu</b>   |
| <b>Andrew Schmidt (WTL)</b>     | <b>703-304-3187</b> | <b>holyschmidt24@gmail.com</b>      |
| <b>Jack Soule (Outreach)</b>    | <b>703-943-9074</b> | <b>john.soule.07@cnu.edu</b>        |
| <b>Eric Gambardella (Staff)</b> | <b>757-620-1883</b> | <b>eric_gambardella@ivstaff.org</b> |
| <b>Beth Gambardella (Staff)</b> | <b>757-630-9668</b> | <b>beth_gambardella@ivstaff.org</b> |

## The Application

Due February 23, 2012: emailed to [IVLeadershipApps@gmail.com](mailto:IVLeadershipApps@gmail.com), plus a signed hard copy turned in at large group.

### Your Contact Info:

- Name
- Email Address
- Phone Number (preferably cell)
- Current year in school
- Gender (for all of our Chris's and Pat's)
- Names of your current small group leaders

### Please answer the following questions:

1. What position are you applying for? (If it is a created position, please describe in as much detail as possible what it is you want to be doing. Also, do not let the position choices that your friends are applying for deter you from applying for a position that you were originally considering.)
2. What is your GPA? Please describe your impression of your Academic Standing.
3. What are your time commitments for next year?
4. How and when did you become a Christian?
5. What are some events (or people) that have significantly influenced your walk with Christ? Specifically, how did God use them?
6. What is one of the main things that God has taught you this year?
7. In what ways have you seen God use you this past year?
8. In no more than a few paragraphs, explain the Gospel as best as you can the way you might explain it to a non-Christian.
9. Have you ever been in a leadership position before (not necessarily Christian)? If yes then tell us about it (what you did, successes, failures (not to be counted against you), lessons learned).
10. A.)Why are you applying for leadership? B.)Why have you specifically applied for the position you are applying for? C.) Please respond to any position-specific questions listed under the description.
11. Do you have a "second choice" leadership position? What is it, and why? Or, if you would prefer to not serve on leadership in a position other than your first choice, please let us know. (We know that, for many, this is not a matter of unwillingness but rather a matter of calling.)
12. What (new) ideas/visions do you have for your position/team?
13. What do you think are the chapter's strengths and weaknesses?
14. Are you considering studying abroad at any time next year, or possibly transferring to another school? (Please note: saying "yes" does not automatically disqualify you from being accepted for a leadership position.)
15. Please read the Doctrinal Basis and the Commitment to Leadership forms. Write any questions you have about either document here and we will follow up with you. If none, then sign and submit them with the hard copy of your application.

**Commitment to InterVarsity Leadership at CNU**

As a Leadership Team at CNU, in order to point people to Christ and to live our lives as disciples and laborers worthy of our calling, we commit ourselves to the following standards...

**Relational Purity**

-I commit to loving and investing in fellow leaders and people in the chapter, abstaining from gossip, repenting often of petty jealousies and gently rebuking those that participate in such actions (Eph. 4:25-26). I am committed to extending and receiving forgiveness, in an effort to understand how grace works in our own lives and in our relationships.

-I commit to sexual purity, abstaining from all sexually immoral behavior. Further, I commit to avoiding all appearances of evil (1 Thess 5:22)--living with members of the opposite sex, spending nights with people of the opposite sex, etc.

**Drugs and Alcohol**

-I commit to abstaining from all illicit drug use.

-I commit to abstaining from alcohol under the age of 21, and once of age I commit to be discerning in exercising that freedom should I be in a position where my consumption of alcohol might cause someone to stumble. I also commit to abstain from drinking/possessing alcohol in any area of campus where it is not permitted due to CNU policy. I commit to abstaining from drunkenness.

**Commitment to the Chapter**

-I commit to regular prayer for fellow leaders, our chapter at large, and our campus.

-I commit to regular attendance at large group meetings, leadership meetings, a small group (and prayer meetings when possible). I commit to attending camps and conferences whenever feasible and to help recruit for these events whether or not I can attend.

-I commit to leadership in this one Christian organization on campus, recognizing that a life of busyness is often accompanied by a life that lacks focus, depth and real relationships.

**Commitment to the Greater Body of Christ**

-As InterVarsity will be a part of our lives for only a relatively short period of time, we are committed to regular church attendance that we might know the broader body of Christ, and be prepared for the transition into the local church as our main place of fellowship and ministry after graduation.

Signed \_\_\_\_\_

Dated \_\_\_\_\_

**CNU InterVarsity Leadership Application: 2012-2013**

**INTERVARSITY CHRISTIAN FELLOWSHIP/USA<sup>□</sup>  
Statement of Agreement**

**Purpose**

*In response to God's love, grace and truth:*

The purpose of InterVarsity Christian Fellowship/USA is  
to establish and advance at colleges and universities  
witnessing communities of students and faculty  
who follow Jesus as Savior and Lord:  
growing in love for God,  
God's Word,  
God's people of every ethnicity and culture  
and God's purposes in the world.

**DOCTRINAL BASIS**

We believe in:

The only true God, the almighty Creator of all things,  
existing eternally in three persons-  
Father, Son, and Holy Spirit-full of love and glory.

The unique divine inspiration,  
entire trustworthiness  
and authority of the Bible.

The value and dignity of all people:  
created in God's image to live in love and holiness,  
but alienated from God and each other because of our sin and  
guilt,  
and justly subject to God's wrath.

Jesus Christ, fully human and fully divine,  
who lived as a perfect example,  
who assumed the judgment due sinners by dying in our place,  
and who was bodily raised from the dead and ascended as Savior and  
Lord.

Justification by God's grace to all who repent  
and have faith in Jesus Christ alone for salvation.

The indwelling presence and transforming power of the Holy Spirit,  
who gives to all believers a new life and a new calling to  
obedient service.

The unity of all believers in Jesus Christ,  
manifest in worshipping and witnessing churches  
making disciples throughout the world.

The victorious reign and future personal return of Jesus Christ,  
who will judge all people with justice and mercy,  
giving over the unrepentant to eternal condemnation  
but receiving the redeemed into eternal life.

To God be glory forever

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I hereby subscribe to the above Doctrinal Basis and Purpose of  
InterVarsity Christian Fellowship/USA.

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(Name printed/signature) (date)

(address)

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