



CAMPUS MISSIONARY SUPERVISION: THE BASICS

- Having a Campus Missionary (CM) on your team is a sacred privilege! CMs multiply your ministry effectiveness. And you have the privilege of mentoring an up-and-coming missionary eager to learn. It is 2 Timothy 2:2 in action!
- See this website for student-facing info, links to the application, FAQ's and more: txbsmcmi.com
- While most of our Texas CMs have a GREAT experience, some struggle due to personal factors and, occasionally, due to a need for more support from their local BSM. Let's create an environment for them to THRIVE.

THEY ARE MINISTERS OF THE GOSPEL

- **Treat them as co-laborers** and fellow ministers of the gospel. Your CM has received the Holy Spirit, obeyed God's call to serve at BSM, and exhibited leadership abilities. Listen to them. They have invaluable insights that you do not about what current students think.
- **Give them Great Commission responsibilities.** Their best hours each day should be spent doing evangelism, outreach, and disciple-making with students. Don't only give them menial tasks.
- **Give them ownership of specific ministry programs.** Allow them the freedom to try, fail, get coaching, and try again.
- **Have fun and bless them.** Take opportunities to do fun things together. Invite them to your home for meals. Take staff outings to build camaraderie and unity.

THEY ARE LEARNERS

- **Help them plan their daily and weekly schedules.** CM is many people's first full-time job, and time management skills are a steep learning curve. Check in daily to make sure they have great ministry tasks to work on, especially in their first few weeks. They want to be productive and make an impact. Help them know exactly how!
- **Coach them step-by-step** on how to do each ministry task they are assigned. Many are insecure about their abilities and lack experience in leading campus ministry. Whereas Millennials, in general, wanted autonomy, Gen Z wants mentoring and clear guidance. They see you as the expert they are eager to learn from. They likely want even more clear direction than you are providing. Make it difficult for them to fail!
- **Meet with them regularly.** At least every week or two, have a ministry check-in meeting with them. Ask them what is going well and what is a struggle. Give them tips & pointers for ministry success. Communicate clearly what they are doing well. Give them coaching in areas where they struggle. Talk with them about their long-term vocational plans. Invite them to "Give a year; pray about a lifetime."
- **Make sure they have a "personal mentor."** Each CM is given the assignment to enlist a same-gender, older personal mentor who will meet with them regularly to ask about their spiritual life, personal life, mental health, and relationships. This can be you or someone on your BSM staff or a local church. The CM Handbook contains a one-page resource to help the mentor ask good questions each week. Help your CM identify and enlist this mentor.
- **Have different expectations.** CM's are volunteers who receive a small stipend to assist with living expenses. Consequently, we must treat them differently than salaried, full-time employees to comply with IRS regulations. The IRS stipulates that an organization cannot designate an individual as a stipend volunteer simply in order to avoid paying a salary. There should be different expectations for time commitment and responsibilities for CMs than for directors, associates, and coordinators.
 - For BSM CMs, two factors should be true. First, they are getting legitimate educational opportunities. These include our week of in-person training in July & January, plus monthly training and peer cohorts on Zoom, as well as training and mentoring from your local BSM. Please make sure they attend the monthly CM training and their monthly cohort on Zoom.
 - Second, CM work hours should typically be less than full-time employees. A good rule of thumb: CMs should max out at 40 hours on busy weeks and be less than 40 on typical weeks, while full-time employees should work 40 hours on a typical week and more on busy weeks. No CM should not be working 45+ hours per week with no days off. Although they don't get PTO, you need to make sure they take days away - with permission - when needed. Give them extended time away during holidays - i.e., longer than the BGCT Christmas Holiday and more time away than your FT staff. Give them some comp time if they work late and/or weekends.

FINANCIAL CONSIDERATIONS

- **Remember CMs make a financial sacrifice** to forgo a salaried job in order to serve your campus. Honor this sacrifice.
- **BSM is obligated to cover 100% of housing costs.** This includes rent, utilities, internet, etc. No CM should spend money from their \$850/month stipend to cover any of their housing expenses. PRO TIP: If possible, give your CM's a small amount of reimbursement funds in August to cover items needed to set up their apartment: cleaning supplies, shower curtain, etc. Housing costs should be paid directly to the apartment or homeowner, not reimbursed to the CM. Otherwise, these payments run the risk of becoming taxable income for the CM.
- **BSM is obligated to cover the campus portion of their stipend.** For each CM, your BSM will send \$3500 / year (or \$1750 per semester). This should be sent in through the CMI Giving Fuel portal. If a CM serves in summer, your BSM will submit the full \$2125 for their summer stipend.

GOOD NEWS: At the present time, through a generous grant, the campus portion of the stipend for one CM per campus, fall & spring, will be covered. (This only includes one grant per main campus, not sub-campuses.) Therefore, if you have multiple CMs, you only need to submit a stipend for your second CM and beyond.

- **BSM must reimburse any out-of-pocket ministry expenses** that you ask the CM to incur while doing ministry. This includes mileage reimbursement for trips (except driving to and from campus), meal reimbursement while traveling, etc. BSM should cover the cost of attending retreats, mission trips, Beach Reach, etc. CMs should not pay out of pocket or raise extra money for trips. If you want them to have appointments over coffee or a meal, you should reimburse the expense. If possible, consider reimbursing a portion of their cell phone bill since you expect them to use their phone for ministry purposes. A good rule of thumb: budget at least \$1000-1500 per CM to cover these kinds of costs. If the BSM can't afford these expenses, then it can't afford to have a CMI. Look for additional ways to indirectly support them financially. Give them "dibs" on all the best food leftovers! If they have an unexpected financial crisis, contact Gary for advice on how to assist them.

ADDITIONAL CONSIDERATIONS

- **STUDENT LOAN DEBT:** Many potential CMs will have debt, including credit cards, student loans, and car payments. While debt doesn't preclude a CM from serving, BSM does not want any candidate to make an unwise financial decision that imperils their future. DIRECTORS, you MUST have conversations early with your applicants about their debt levels. Applicants should research the terms of their loans, including interest rates, conditions for deferral, etc., before applying for the CM program. Then, with the help of a trusted adult advisor, formulate a clear and realistic plan to address their payments during CM service. They will be asked about debt during local and state-wide interviews, and if debt is over \$10k, we will want to see their plan. Because individual situations vary, there is not set maximum level of allowable debt. However, any applicant with over \$10k in debt and no realistic long-term plan to address their debt may not be appointed. Candidates who are uncertain should have a conversation with the CM program director before the interview weekend.
- **HELP THEM THINK ABOUT WHAT'S NEXT.** Part of their assignment THIS year is helping them think about NEXT year. Talk with them often about what's next. Coach them through the discernment process. Invite them to give a season or their whole life to collegiate ministry. Give them the necessary time to go to job fairs and do applications.
- **SEMINARY / GRADUATE CLASSES:** CMs are permitted to take a limited number of graduate classes during their term of service. These classes should, in no way, interfere with their service in BSM. For those considering serving in BSM long-term, it is advantageous to get a head start on seminary coursework. Paying for classes will be a challenge for many CMs. If possible, help them brainstorm ways to fund their classes.
- **WORKING OUTSIDE OF BSM.** CMs are permitted to work outside of BSM a few hours per month in occasional or part-time roles so long as it does not interfere with serving at scheduled BSM activities. CM should remain their primary and full-time commitment. Additional work must not occur during "ministry hours" Monday to Friday or during BSM weekend events or out-of-town trips.

HANDBOOK

- Here is a PDF of the CMI Handbook. (tiny.cc/cmi-handbook) Your CM received printed copies of this resource at their in-person training. It has easy-to-use reproducible resources for discipleship meetings, evangelism training, and general helps for them. If you have other resources that you prefer, then point them in that direction. But provide good, clear resources. *(FYI - This handbook is step one of a plan long-term to produce helpful discipleship, evangelism, and ministry training resources for all of Texas BSM students and staff over the next couple of years.)*