

Oral History Project: Cru

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Abstract

This study explores a student's engagement within a faith-based organization, Cru, and the impact and influence it had on their college experience at Florida State University. Magolda and Ebben (2006) studied a faith-based organization through using an ethnographic lens to showcase the organization's culture. In this paper, the researcher uses Magolda and Ebben (2006) as a foundation for studying a faith-based organization's impact on students and uses oral history as a framework for bringing three participants' narratives to life (Chaddock, 2013). The formation of social networks and becoming involved in an organization of people with similar interests can assist in academic and social challenges (Kuh, 1995, 2005; Pascarella & Terenzini, 1991, 2005). Furthermore, meaningful engagement leads to fostering relationships with others, personal growth, and a stronger sense of values (Magolda & Ebben, 2006). Students also experience a strong sense of belonging and from religious organizations and increases academic achievement on campus (Hurtado & Carter, 1997; Mooney, 2010). Three research questions were posed to three students who were involved with Cru while they attended Florida State University. The study sought to determine how Cru would impact or influence each student's college experience, how it influenced their academic success, and what implications Cru had on their career choice. After going through a coding mechanism, two major themes emerged: a strong sense of belonging and development of values. All three participants had a strong connection and influence based on their engagement with Cru at Florida State University. Future work includes using this study to better understand the impact of other faith-based organizations, as well as broaden one's understanding of who the American college student is.

Keywords: faith-based organization, Cru, sense of belonging, values, student engagement

Introduction

The study of a student's engagement in Christian-based, student-run and student-led organizations at large, four-year public institutions exists in limited fashion (Magolda & Ebben, 2006). Previous research includes Peter Magolda and Kelsey Ebben's (2006) study of a faith-based student organization explored the relationship between student involvement and engagement within the organization. However, further research needs to be done to explore the impact of a student's engagement in a Christian-based organization on their college experience and academics. The purpose of this study is to determine if a relationship exists between a student's engagement in a Christian-based organization, the organization's impact on academics, and how the organization influenced their career choice. I focused on Cru at Florida State University. Furthermore, the study sought to provide voice to three individuals and their experience with a Christian-based organization at Florida State University. Through oral history, the research study determined the influence of a student's engagement with a Christian-based organization and the influence or impact the organization had on the student's education or college experience. Finally, this area of research is outside the associations and involvement of the author's college experience, having no direct or relationship or connection with this particular subset of college students or faith. The present study will prove helpful in building knowledge on who the American college student is.

Research Questions

The qualitative study focused on three primary research questions:

- How does a student's engagement with a Christian-based organization, Cru, influence and impact their experience at a large, public four-year institution?

- What impact does a student's engagement with Cru have on their academic success? And
- Are students who are heavily invested in Cru more likely to go on to pursue professions related to their faith and spirituality?

The aim of the oral history research is to begin to learn the answers to the aforementioned questions and lay down additional foundation for future researchers to explore the impact and influence of faith-based organizations on college students. Furthermore, the study gives life to the voices of one current Florida State University student, one recent alumna of Florida State University of one to five years, and one long-term alumna of Florida State University of 10 or more years, all of whom were involved with Cru at the large, public institution.

About Cru

Cru is a campus ministry at Florida State University “designed to help college students find true satisfaction through Christ” (FSU Cru, n.d.). This interdenominational Christian organization has existed since the 1950s and currently has more than 400 registered members on campus, just over 200 students who actively engage in Cru meetings, and several dozen who attend most activities. Cru has a full-time staff of adults that help support the organization separate from the student leadership team. The full-time staff's role is to assist in the recruitment, spreading of the Gospel, and coordinating logistics for mission trips and other activities. Most students participating in organizational meetings at Florida State University are female, which I noted through meeting observations and conversations with many of the general members. Cru is a “Christian organization geared toward missions, outreach and evangelism on college campuses” that really values people and forming relationships (Suveg, 2009). Students involved with Cru engage in a variety of ways: hosting two weeks of welcome events at the beginning of

the fall semester for interested students, hosting a Fall Getaway where members of Cru go to Panama City Beach, Florida for a weekend to build community, share vulnerabilities, and worship together, volunteering at campus events, participating in volunteer events in the Tallahassee community, having weekly Bible studies, weekly meetings, partnerships with local Churches, and other social events in order to bring their members together (FSU Cru, n.d.). Based on observations at general meetings, members of Cru seem very social and value the relationships they have with one another. I was approached several times by numerous people just wanting to talk to me and share their story. The conversations I had reinforced my observations of the community that was formed in Cru. I noticed members engaged in rich conversation with each other before and after each of the three meetings I attended. Roughly half the members stuck around to continue talking to their peers for nearly an hour. The presence of Cru at Florida State University seems to be a strong one based on personal observations.

Framework

I focused on the present study from an oral history lens. By viewing the study through this lens, the reader can get a better sense of the validity of the research as well as the organization of the paper. The conceptual framework for the present study stems from research conducted by Magolda and Ebben (2006), which focused on students' engagement within a faith-based organization. Magolda and Ebben (2006) conducted an ethnographic study about students involved with Students Serving Christ (SSC). Their study highlighted the connection between student engagement and faith-based organizations, and how it impacted students. Magolda and Ebben's (2006) study is relevant to this research because they provide a good model to study the culture of an organization and how to relay student experiences. Furthermore, I utilized Chaddock's (2013) model on oral histories provides a model for organizing the experiences of

the three interviewed participants. I applied the oral histories in order to recognize how Christian-based organizations can enhance a student's college experience. In the sections that follow, the reader will be able to recognize guiding influences for the present study and gain an improved sense of students' engagement in Christian-based organizations in college. Through the use of the oral history technique, various themes emerged. I will focus on describing a sense of belonging and values as they became apparent from narratives transcribed from interviews.

Literature Review

I selected literature that can assist in understanding the relationship between a student's engagement with a faith-based organization on campus and the impact of the organization on the student. George Kuh (1995, 2005) and Pascarella and Terenzini (1991, 2005) also help guide the study by discussing the formation of support networks and how involvement with people with similar interests can assist in dealing with academic and social challenges. In fact, Davis and Murrell (1993) concluded that research indicates "the more energy that students direct into their academic lives, including becoming engaged with their studies and campus programs, the greater the likelihood of their having a positive college experience" (p. 93). Brazzell and Reisser (1999) further discuss the importance of student involvement and engagement by suggesting students are more likely to feel community and become productive contributors to society if there are opportunities available for students; the involved students thus benefit from their engagement (p. 173). Kuh et al. (2005) posited: "By becoming involved with people with similar interests inside and outside the classroom, students develop support networks that are instrumental to helping them deal effectively with academic and social challenges" (p. 260). Magolda and Ebben (2006) found that prerequisites for meaningful engagement outside the students' involvement in the

faith-based organization included compatibility with individual values, developing relationships with others, learning, and having access to grow through various opportunities (p. 292).

Tinto (2010) also provides a good review for the present study as he uses previous research to discuss how “[t]he impact of involvement on student outcomes is not simply a reflection of the degree of involvement, but how those involvements or engagements lead to forms of valued social and academic membership and the ‘sense of belonging’ they engender” (p. 71) (Harris, 2006; Hoffman, Richmond, Morrow, & Salomone, 2003; Schlossberg, 1989; Tucker, 1999). Similarly, Hurtado and Carter (1997) found that students experience a strong sense of belonging and participation from religious organizations. Tinto (2010) argues that “quality of involvement also depends on the degree to which individuals see their involvement as ‘relevant’ or ‘meaningful’” and questions “which forms of involvement they will direct their energies and how those involvements will shape their success in college” (p.72). Finally, Margarita Mooney (2010) concludes that religious activity on college campuses increase academic achievement for students, which implies similar results may be seen on Florida State University’s campus with the Cru organization. The listed literature will prove critical to gaining a better sense of a student’s engagement within a Christian-based organization and the influence it has on their college experience, as well as providing background for this study.

Methodology

During the 2014-2015 academic year, I utilized an oral history lens adapted from the techniques described by Chaddock (2013) to study the experiences of three individuals associated with Florida State University. Data and narratives were collected via electronic recordings on an iPhone 5S and an iPad Mini. Email correspondence, phone calls, text messages, and attendance of a weekly Cru meeting on campus were all methods used to communicate with

current members of Cru and reach out to potential participants. First reference for leads was acquired by a fellow peer who knew people within the organization. After that, I was able to acquire a list of names to contact from the Florida State University Cru website (fsucru.com). Immediately afterward, an email describing the oral history research project was drafted and sent to the potential participants. With a response of rate of 37.5 percent (three out of eight respondents), I was able to secure a recent graduate of Florida State University from 2012. Selection of participants was determined on a first-come, first-serve basis and after an agreement was made to proceed forward to the informed consent stage.

Despite the early success in obtaining two participants, there were challenges in securing a third participant for interview that meets the criteria of being involved with Cru and graduating from Florida State University at least 10 years ago. Methods used to find the final participant included: attending Cru general meetings on Thursday, October 23, October 30, and November 13 from 8:00 p.m. to 10:00 p.m. at Moore Auditorium on campus, emailing the faculty advisor, emailing the primary contact listed on Nole Central, an online database that compiles all recognized student organizations on campus, communicating through social media, and following up with the two individuals already interviewed (Nole Central, 2014). The final participant was finally secured after the full-time Director of Tallahassee Cru responded and was able to connect me with a former Florida State student involved with Cru. After emailing the candidate to confirm, I was able to proceed with and complete the interview process.

Interview Process.

The interview process varied slightly for each of the three participants. The first participant was secured with the assistance of a fellow peer and conducted on Friday, October 17th, 2014. The participant, Alex, and I met in person on a table outside of the Oglesby Union. I

had my interview material out on the table along with a notepad and a pen. The interview lasted just over an hour and eighteen minutes and was recorded on an iPhone 5S and iPad Mini. There were several questions pre-written and several more follow-up questions for clarification during the conversation. Alex and I shared an emotional testimony of how religion and spirituality changed his life. The second interview was conducted on Thursday, October 23rd in the Hardee Center located in the Stone Building. The participant, Jeff Rutter, was a recent graduate from Florida State University and had been exposed to Cru his entire life. This particular interview was over the phone and lasted just over fifty minutes. The recording of the second interview was captured on my iPad Mini while the conversation was taking place via speakerphone on the iPhone. Similar to the first interview, many follow-up questions were asked to dig deeper into Jeff's experience with Cru. The final interview took place on Sunday, November 9, 2014 in the luxury of my apartment. Josh Hinkle, a graduate from Florida State in December 2002, and I spoke over speakerphone while the iPad Mini was capturing the conversation. This particular interview lasted just over twenty-nine minutes and was much more intentional. I chose to ask fewer questions and follow-up was more specific in order to attain the most pertinent information. Overall, the interview process proved to be a challenging, yet enriching experience for me, personally. I learned an incredible amount about each individual, their experiences with Cru, and how that engagement impacted their experiences at Florida State and beyond.

Limitations

The study would not be complete without acknowledging challenges and limitations. A major limitation of the study is that there was not sufficient time set aside to focus solely on this research project. There were only six weeks dedicated to this study from the time we were presented with the project to its conclusion. The quick turnaround and scarcity of time led to

further limitations as I was not able to adequately screen for interview participants, had issues locating and securing interview participants that met the criteria, and may have caused some oversight in the researching process. Another notable limitation was having only three participants to base the study's findings. While having a common identifier in that each participant was involved with Cru at Florida State University and that one was a current student, one a recent alumnus of the past five years, and one an alumnus of 10 or more years provided varying experiences over time, the fact that the sample size consisted of three participants leads to question the validity of the findings. As an interviewer, all three participants I was able to secure were heterosexual-identifying, males and two of the three self-identified as White. Provided that Cru at Florida State University is predominantly female, focusing only on the male perspective can be limiting when seeking to apply the findings to the organization as a whole. Furthermore, the present study focused on one specific faith-based organization, Cru. Many religious and faith-based organizations exist at Florida State University that are Christian-based and many others that are not. This study narrowly-tailored its findings on Cru and as such cannot sufficiently represent other faith-based organizations. Other limitations included limited secondary sources available to confirm validity of participant narratives, forcing me to rely on personal communications with other individuals with a history in Cru.

Participants

The first participant is Alex Montalvo who is a current fourth-year student graduating from Florida State University in May 2015. Alex is double-majoring in political science and interdisciplinary social sciences and grew up in Miami, Florida. He identifies as a Latino who was interested in pursuing law school and making a difference in society before joining Cru and

discovering his new passion. Alex is finishing up his first semester of his senior year and is in the process of deciding where he wants to take his future.

The second participant is Jeff Rutter who graduated from Florida State University in summer of 2012. Jeff studied interdisciplinary social sciences with a focus on sociology and economics and grew up living all around the United States. He is a White male and has been around Cru his entire life with his parents working as full-time staff members. Jeff currently lives in Orlando, Florida, working full-time at Cru, is happily married, and has two young children.

The third and final participant is Josh Hinkle who graduated from Florida State University in December 2002. Josh initially attended University of Tampa for his first-year of college before transferring to Florida State where he majored in Exercise Science. He is a White male and grew up living in Tampa and exploring his faith before committing to Christianity in college. Josh currently lives in Orlando, Florida, working as an insurance agent, is happily married to his wife, and has one young daughter.

Theme 1: Sense of Belonging

All three interviews had a strong emphasis on the sense of belonging that came about as a result of being involved with Cru. While coding and recoding, I found many commonalities and mentions of sense of belonging in various forms including: community, relationships with people, activities and events, and mentorship. The narratives used below were further verified upon talking with the Director of Cru at Florida State University, Scott Perdue, as well as a fellow peer of mine who has been raised in a family fully immersed and engaged in Cru.

Community and Relationships.

This section highlights specific excerpts from the three interviews as they relate to sense of belonging found in the community and through relationships with people. Alex Montalvo, currently a senior at Florida State University, had this to say:

[B]efore Cru I didn't have a community of believers that I could you know bear burdens with or say, "hey, I'm going through this right now" or "hey, what are you going through right now bro?" But yeah it's definitely shaped my experience at FSU and it's shaped what I want to do when I graduate... I was scared of that I just wouldn't have that community. But the Lord just like answered prayers and allowed for that to happen (A. Montalvo, personal communication, October 17, 2014).

He would go on to say that "one of the biggest blessings that I've had at FSU [is that] I've been able to meet some of my best friends here in CRU that, you know, have taught me a lot about myself have allowed me to teach them about themselves and just to have a good time." Towards the end of the interview, Alex shared the following sentiment on the meaning of Cru and the community it provides him:

It means a lot. It's *pause* like they've been Jesus to me. They've shown me grace, they've shown me love, [and] they've shown me mercy. Um, they've chastised me; they've rebuked me. They've frustrated me, gotten me angry sometimes, gotten me cynical sometimes...but there [are] people who have always pointed me back to Christ, and my deep need for him (A. Montalvo, personal communication, October 17, 2014).

Jeff Rutter, the recent alumnae, had a similar sentiment:

I had a lot of people. I had older juniors and seniors befriending me and just showing me the ropes of college because they were really involved in Cru and they knew I wanted to be as well. They helped my transition go over very smoothly... [W]e [went] to conferences all around the country and meet students and also gained...a lot of friends. I think it's a cool community. I always like to say that there's a lot of groups of people that

can be shaped in a circle that you can't really be inviting for people to come into that circle so you kind of bounce away. So we like to be u-shaped so we're open to bringing people in. so I think that um, that's kind of how I like to describe our community. We want to make an impact on campus and talking to people and meeting people and always having new people coming in (J. Rutter, personal communication, October 23, 2014).

Josh Hinkle, Florida State graduate in 2002 started participating in Cru after his roommate and childhood friend invited him to join. When I asked him what made him stick around with Cru, Josh responded with this:

[M]y first real exposures with Cru was tagging along with my buddy Brian, like I mentioned and just going out to social gatherings and get-togethers. There was freshman week like before the semester started which included gatherings, cook-outs, and just social get-togethers...I would say, one thing at the time was the community. Right away, people I met were some great people – guys and girls – and uh, we just all desired to have some kind of community and there was an initial aspect of that for me (J. Hinkle, personal communication, November 9, 2014).

There was a similar sub-theme shared between the three participants when it came to mentorship and academics. Jeff exclaimed that a friend of his “really mentored and invested in me for three years until he graduated”. Cru gave Jeff a lot more friends in each class and “having so many friends because of that [Jeff] think[s] that definitely helped academically because you always have someone to study with”. He would go on to describe that “there are people that are really successful” in Cru and that it “pushed [him] a little bit further than [he] would have thought.” For Alex, there was an “older guy [he] met up with at least once a week and he’s just really instilled discipline and doing all things for Christ like being serious about [his] academics.” Josh was “not sure if [Cru] really had an impact one way or another” on his

academics and brought up that being a college student was distracting, if nothing else. The three participants shared this thread of mentorship and a strong sense of belonging within the organization after talking about their relationship with the people in Cru.

Activities and Events.

Beyond the actual community and relational aspect of Cru, Josh, Jeff, and Alex all spent some time speaking to different activities and events that proved important to their experience within the organization. This section highlights an important and meaningful part of each individual's college experience. Josh recounted that,

I went to a spring break Mission Trip in New York City um, my sophomore year. We worked with an organization um, which we spent a lot of time with in inner-city youth in New York City. I would say it was actually in that trip where I made a commitment and a profession of faith for Jesus Christ... I didn't realize how privileged I was to go to New York City, Philadelphia, inner city youth and other areas, and I actually went to New York City twice and I went to Jamaica and Barbados and there were numerous times where I had the experience and opportunity to travel and experience other culture. I just had some very unique experiences that I got from being involved with Cru...It definitely had an impact on me (J. Hinkle, personal communication, November 9, 2014).

Alex is currently "leading international ministries within Cru" where he has learned the "international view on culture, world view, and perspectives on life". There were a few other activities and events he remembers that triggered emotional responses and played an instrumental role in his college experience. The first is Cru's annual Fall Getaway. The second is a mission trip abroad. The third is a surprise birthday party.

[D]uring the fall semester Cru has this thing called the Fall Getaway and it's just where people in Cru go to Panama City and the first year I went...was like the first time to meet

people within Cru and just feel like a Christian community. For the first time since leaving Miami, um, just having you know other believers who, would just continually show me the beauty of Jesus (A. Montalvo, personal communication, October 17, 2014).

I was talking to my friend Eagle on campus, he's a [removed] student and it was just crazy how we met. I had met one of his friends and I was on 2 different universities this summer...I was able to share my testimony, my story...he was like, "wow Alex, thank you for that. Thank you for giving me some hope" and I was like, "yeah, just doing what the Lord's calling me to do"...he started crying and I started crying and that was a very good moment I had with him (A. Montalvo, personal communication, October 17, 2014).

Another time was my birthday...this past year, like I was going through a really hard time in my life... and on my birthday they had a surprise birthday party in my house. Like I don't know how they got into my house. [T]hey had all written notes*emotional moment, Alex crying* they all [wrote] notes and appreciated me and like, it was all love.

All three excerpts from Alex's interview reflect the magnitude of Cru's impact on his sense of belonging to a community and engaging in memorable activities. Jeff recalled his experiences where he mentions Cru's Fall Getaway and a mission trip abroad:

[T]he fall getaway where we take hundreds of students to Panama City Beach and we'd stay at these *laughter* camp of some sort off the beach. So we'd go there, have guest speakers, and kind of a worship then play, and worship and play and I think it was a really cool time to get away from classes and texts. I don't know I think it was really cool you just got to meet a bunch of people which was really cool because you didn't really see [them] on campus that much [before]. And I think I came away with friendships every time that experience um, that ended up being you know friends for the rest of college (J. Rutter, personal communication, October 23, 2014).

I went to China back in 2006 and it was, that experience was amazing. [I]t's been eight years now and I still talk to two of them at least every month through email (J. Rutter, personal communication, October 23, 2014).

I could sense the change in Jeff's tone once he started speaking about his role as President of Cru at Florida State University. He did not really see it as a big deal, but more as a figure head that would silently run the organization from behind the scenes. His dedication and commitment to Cru is a result of the community he had formed at Florida State University.

The above examples illustrate the validity of Brazzell and Reisser's (1999) study that suggested students are more likely to feel a sense of if there are opportunities available for students that lead to an investment in organizational activities. Kuh (2005) further demonstrated the importance of students building support networks and sharing similar experiences in order to form that community. Tinto (2010) and Hurtado and Carter (1997) provide a good framework for describing the value of meaningful engagement in order to create a 'sense of belonging'. Based on the stories shared, I argue that Alex, Jeff, and Josh all experienced a strong sense of belonging within the Christian-based organization, Cru. Furthermore, Matt Dishman spoke to me about his own experiences growing up around Cru and finding a strong community. Because of his past, he knows many current students at Florida State University involved with Cru (Matt Dishman, personal communication, October 15, 2014).

Theme 2: Values

Faith and Organization.

Another dominant theme that was apparent throughout the transcripts for Alex, Jeff, and Josh was the emphasis of values as it related to each of them individually and externally, whether it was personal challenges, their faith, or temptation. The coding mechanism revealed that much of the conversations revolved around values. Remembering that Josh Hinkle, Florida State

University graduate in 2002, became involved with Cru because of a close relationship he had with his roommate and childhood friend, I asked him about his faith at the time and he said:

I was still searching that out and didn't really grow up in the Church. I was still trying to figure that out, I guess, and the other element was that I knew there were people there who were my age that seemed very genuine and authentic in their Christian faith so I definitely wanted to be around them and know more. I didn't really have any kind of exposure in the Christian religion. If someone were to ask me if I were Christian, I would have said yes because that is the cultural answer. [T]he continual conversations and relationship that I developed with the fellow students...some who had grown up in the Church and some people I met were in the same kind of boat as me. We kind of explored and searched together and day-in-day out on a weekly basis...God used Cru as a way to really point me towards my faith in Christ, and really my initial growing and understanding the Gospel. I can say for sure that I learned and heard the foundations of my faith at Cru (J. Hinkle, personal communication, November 9, 2014).

Not only that, but Josh "wouldn't trade [his] years and experiences in Cru for anything" especially since he "met [his] wife through Cru".

For Jeff and Alex, the stories were a little different. Jeff came from a family with both parents heavily invested in Cru their entire lives. His "parents are actually on staff at Cru and have almost been involved for 40 years". They met each other through Cru, fell in love, and got married. Jeff recounted that his parents "impacted [him] in a lot of ways" since his dad was the national Director of Human Resources and "in charge of all campuses in the United States."

[O]ne of the biggest things I learned, in college umm was just how to appreciate the impact of this organization as the largest non-profit Christian organization in the world...

[G]etting to evangelize and talking to a lot of Chinese people who have never heard of

the Bible or heard of anything or hearing the Gospel for the first time or never heard of Jesus was really cool (J. Rutter, personal communication, October 23, 2014).

Jeff continued by talking about the impact of the organization by saying that “having that shoulder and support” and “emotional support” was a really “unique experience that I would not have had in another” organization. He explains that as an organization, Cru is “more about the individual and their relationship with Christ than necessarily as a body of people.” It was because of this sensation that Jeff and his wife decided to join staff full-time with Cru “a year ago this past September” and he would “love to go to seminary one day” and become an “executive pastor of a church one day” as well. Jeff’s faith runs deep and there is no doubt that Cru has played a significant role in strengthening that faith and empowering him to influence his career. For Alex, his values and faith evolved over the years based on different life experiences. He recalled that, “[f]or the first six years of my life I actually grew up going to Temple” after his grandfather passed away and his mom became divorced.

I heard all these things about morality and behavior modification and if I do these things that means I’m a Christian. Umm, the thing that truly transforms the Christian is Christ, not his own works, not him trying to be a better person, not him trying to measure up. I was 17 when I first came to Christ...I didn’t have a relationship with [Christ] because I never placed my trust in him and so it was uh, it was life altering definitely.

There were several instances Alex mentioned having a relationship with Christ. After asking for clarification, he would go on to explain what he meant:

[I]t’s like a relationship you’d have with your mom or dad...Jesus is a person to know. Philippians 3 talks about that, ‘I consider all things rubbish compared to the surpassing value of knowing Jesus Christ’ so a relationship is growing in your understanding of grace which leads you to know... I began to realize that I couldn’t live the Christian life

and it was impossible and that I needed Him [and] His grace to live it out. [I]f someone tries to live the Christian life on their own they wouldn't grow in their knowledge of God. The Gospel should be the center of every Christian's life and Cru has just reinforced the core truths. God is a gracious God who loves me not because anything I offer to Him but because of who He is and that just changed the way I've approached relationships with people; it's helped me be more gracious and loving as a result (A. Montalvo, personal communication, October 17, 2014).

Challenges and Purpose.

This section showcases challenges Alex, Jeff, and Josh experienced as well as provides insight in revealing how each individual's purpose would be impacted. Alex described his "biggest struggles in [his] Christian walk is dealing with humility."

I can be uh very prideful and all of my thoughts revolve around Alex and what's good for Alex and just to place a lot of confidence in natural ability...God has been chastising me you know just like how a father would his son. I've been learning a lot about dependence and humility (A. Montalvo, personal communication, October 17, 2014).

He also describes his interactions with people in Cru as being "extremely positive and even the negative aspects turned out to be positive as well." The members of Cru realized that "we're united in Christ, we're one body, we're all united and not supposed to be fighting each other". For Alex, his Christian faith is "something [he] has to buy in every single day". He talks about how "one of the lies of sin is that you can find satisfaction in things outside of Christ". Alex goes on to say that he's "realized that we're all broken and marred by sin" and that "God isn't just looking for a resume". Instead, people should continue to live their life as best they can and have a relationship with Christ. On the subject of purpose and career implications Alex said that Cru has "shaped my passions and desires for what I want to do after I graduate" because he

had always “wanted to get into politics and be a lawyer my entire life”. It became “extremely clear...this year that I want to go into pastoral ministry and pursue a seminary degree.”

For Jeff, he reflected on a few instances where he struggled,

I personally struggled with um PTSD that happened one summer when an accident that happened...I was kind of battling through that depression and it was really good to have that whole community of people that were so supportive and understanding...One of those reasons why this could've happened is that I've been able to minister and um really just support other people who've gone through other things...I think that's just one of the things how the Lord uses big things like that kinda big life defining moments to help other people (J. Rutter, personal communication, October 23, 2014).

There were not any major challenges that impacted or hindered his relationship with Christ. As mentioned in the previous section, Jeff's “experience with Cru has definitely led [him]...to go into full-time ministry” and impacted his decision for a career with Cru.

Josh Hinkle said that while he has a strong relationship with Christ now, he “still [has] issues and [is] still a sinner but God creates His vision for me every day”.

[E]verything I do now, you know as far as being a husband, being a father, being an insurance agent, I want to honor God through all those things and I want to make Christ central in my life. You know, I fail and sin every day, but a lot of that foundational truth, you know, was instilled in me through these very important developmental years through Cru (J. Hinkle, personal communication, November 9, 2014).

The biggest area of learning for Josh was realizing the “difference between religion and relationship”. He goes on to say,

[F]or a long time, being Christian was going to Church on a Sunday and you do x, y, and z and then you're a Christian. But, through Cru and through my exploration of Christianity, I've learned that it's not about what we do for God.

Josh goes on to talk about how Cru impacted his plans after graduation,

I spent 5 years on staff full-time with Cru. I really got to mentor and kind of disciple a lot of college guys in that time...I just remember Scott Perdue who was a freshman...and now [he] is on full-time staff. I definitely would not be on staff of Cru if I hadn't been involved as a student. [M]y family was not really on board with that decision and thought I was wasting my degree (J. Hinkle, personal communication, November 9, 2014).

The above examples illustrated in the larger theme of values showcases the importance of Cru to the lives of Alex, Jeff, and Josh, respectively. The narratives are congruent with findings by Magolda and Ebben (2006) stating that meaningful engagement in the faith-based organization included compatibility with individual values, developing relationships with others, learning, and having access to grow through various opportunities. Furthermore, the *FSView & Florida Lambeau* ran an article in May 2009 highlighting religious organizations on campus. Kaitlyn Suveg, author of the article found that “[w]hile some students seek growing closer with a higher power, others see [religious organizations] as a standard for moral conduct.”

Scott Perdue, a full-time staff member and the Director of Cru at Florida State University spoke to me at length about the sense of community and values students gain from joining Cru. He joined Cru eight years prior and now has been on staff for five years. Scott spoke about the same events mentioned by Alex, Jeff, and Josh and further validated the narratives expressed by the aforementioned participants (S. Perdue, personal communication, November 13, 2014). Because of the congruent trend I experienced in the interviews and conversations I had with Scott and Matt Dishman, I feel confident about the reliability of the participants' narratives.

Implications

In this study, I aimed to explore my own understanding of faith and students' engagement in Christian-based organizations on college campuses. The findings also reveal the relationship

between engagement in the faith-based organization Cru and the impact on a student's college experience. The study provides better clarity in why students become involved in Christian-based organizations, specifically Cru, and how the engagement impacts their life on campus, in and outside the classroom, as well as their personal life. The study sought to build on the foundation set by Magolda and Ebben (2006) and others in order to showcase the importance of how this specific organization type can impact students. Further future research will be needed to determine if a relationship exists through a larger sample size, population, and longitudinal study across different religiously affiliated student organizations.

Conclusion

Numerous studies (Magolda & Ebben, 2006; Kuh, 1995, 2005; Pascarella & Terenzini, 1991, 2005; Tinto, 2010; Brazzell & Reisser, 1999) have been done documenting the importance of student engagement. This study synthesized three students' experiences with the faith-based organization, Cru, at Florida State University and revealed the positive impacts it had on the students' life. Referring back to the original research questions, we saw how the students' engagement within Cru impacted their college experience, the role Cru played in their academic success, and how Cru led Alex, Jeff, and Josh to pursue profession(s) related to their faith and spirituality. Through this oral history, I was able find that a relationship does exist between a student's engagement in Cru and their college experience. Furthermore, two major themes highlighted how three students felt a strong sense of belonging and built foundational values that they now carry with them in school, career, and life. The reader should have a gained a better perspective on this certain type of American college student in today's higher education system.

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Appendix A

Coding Mechanism

Primary Code	Secondary Code	Description
Sense of Belonging	Community (SOB-C)	Mentions of community
	Activities or Events (SOB-AE)	Mentions of specific activities or trips that led to sense of belonging
	Mentorship (SOB-M)	Mentions of mentorship
Values	Personal (V-P)	Statements related to personal foundations of growth or beliefs.
	Organizational (V-O)	Refers to values of organization
	Family (V-FAM)	Mentions of value added or subtracted as related to family influence
	Faith (V-F)	Mentions of faith
Relationships	Staff, Administrators, Faculty (R-SAF)	Mentions of specific staff, administrators, faculty at FSU Cru
	Peers (R-P)	Mentions of peers, friends at FSU Cru
	Pre-FSU (R-PF)	Mentions of relationships with family, friends prior to FSU
Challenges	Sin, Temptation (C-ST)	Mentions of engaging in sin or temptations
	Personal Challenges (C-P)	Mentions of personal challenge, conflict, or resiliency
Awareness	Self (A-S)	Mentions of self-awareness
	Development, Growth (A-DG)	Specific mentions of development or growth experienced
	Events (CC-EV)	Campus-wide events, traditions
Purpose	Career (P-C)	Refers to specific mentions of career implications
	Leadership (P-L)	Mentions of leadership gained or sought after
	Academics or Education (P-AOE)	Mentions of purpose of college

Appendix B

Interview Transcript 1

INTERVIEW TRANSCRIPT #1: CURRENT STUDENT – ALEX MONTALVO

- Total time of recording: 1 hour, 18 minutes, and 45 seconds on Friday, October 17, 2014
- *Responses by Alex Montalvo in italics*

ALI: Alright Alex, I just want to uhh thank you again for taking time out of your day and out of your schedule to meet for the purpose of this oral history research project. Again this is for a class project, the American college student. We are tasked with uh interview a current FSU student, a recent graduate from FSU, as well as a long-term graduate of 10+ years. So graciously you are serving as a current student for the purpose of this interview so again thank you for taking time out of your day and for agreeing to meet with me. Uh just to be uh perfectly clear, um, did you um, did you uh receive the uh consent form for the research study?

ALEX: *I did, yes, mmhm*

ALI: You have agreed to sign it, yes or no?

ALEX: *Yes*

ALI: Okay thank you. So now that I have that we can proceed forward with the interview. Uh for the purpose of this recording I'm just going to ask you to uh go ahead and just like state your name, your classification and uh and your major, and your hometown please.

ALEX: *Yeah, uh I'm glad to be here, Ali. My name is Alex Montalvo, I'm a senior here at FSU, graduating in May 2015 and double majoring in political science and interdisciplinary social sciences.*

ALI: Okay thank you very much. So again after this interview I'm going to present you with the deed of gift. There is a difference between the informed consent form I had you sign and the

deed of gift. The informed consent gives uh myself as a research permission to interview you and once and now that we have that signed we can move forward. The deed of gift is going to be something that will allow you to allow me to use the information discussed in the interview for the research proposal. So I can go ahead and use it for my research project and it could potentially be published uh and sent to the university archive. Do you understand uh the difference of that or do you have any uh further questions on that?

ALEX: *I understand the difference, yep.*

ALI: Okay thank you Alex at the conclusion we will have you sign off on the deed of gift and then I'll make sure you have a copy of the transcript as well as uh the final research project if you're interested

ALEX: *Okay*

ALI: Does that sound good?

ALEX: *Sounds good to me.*

ALI: Alright thank you. Okay we'll go ahead and get started one of the reasons I decided to uh reach out to you was because I know you have been involved with CRU while uh at your time at FSU. Could you tell me a little bit about your experience with CRU?

ALEX: *Yeah umm.*

ALI: Maybe like what is it and uh a little bit about your experience

ALEX: *Okay so CRU is a campus ministry at FSU and um one of the things that CRU seeks to do is um help people who don't know Christ to learn more about Christ and grow into a relationship with him and also people who consider themselves Christians to deepen their relationship with Christ and I think that's been, in my experience, one of the biggest blessings that I've had at FSU just because I've been able to meet some of my best friends here like in*

CRU that you know have taught me a lot about myself have allowed me to teach them about themselves and just to have a good time. Uhh, and Cru just as a ministry is very intentional about reaching people reaching out to people who um don't know Christ and I think that's I think that's extremely honorable and not just honorable but also like a call that all Christians have to make, Jesus says like to make disciples of all nations and so there's this initiation factor that we are all called to. And I think cru has definitely helped me grow into that and also cru has been a lot of fun. Um, I've led a bible study and also like I'm leading a ministry right now, reaching out to internationals. And we have an English conversation club every single Tuesday at 8 in the SLC and I came into thinking that I was going to be impacting you know these internationals but you know they've honestly taught me so much about myself and um have allowed me to see things from their world view like why they think the way they think. They have different experiences, they have different cultures, and were raised in a completely different environment than I was and I think it's helped me to like uh appreciate people that I normally wouldn't talk to um so that's Cru's really helped me with that.

ALI: Cool thank you for that. Let's talk a little bit about your background, like before, before coming to college. Um how was your relationship with Christ or with religion before coming to college? Could you talk a little bit about that?

ALEX: *Oh yeah for sure. For the first 6 years of my life I actually grew up going to Temple. Yeah. My grandfather was a Jewish Cantor um my dad and my mother were Jewish and uhh, in 1999 when I was six, after my grandfather passed way that's when I started going to church with my mom after my parents got divorced and I heard all this talk about you know I heard all these things about morality and behavior modification and if I do these things that means I'm a Christian and um I just think that looking back now that It wasn't uh taught right. Umm, the*

thing that truly transforms the Christian is Christ not his own works not him trying to be a better person not him trying to measure up. Um So like that's honestly what I learned, I learned that when I was 17 when I first came to Christ um that the lord is holy and he is worthy of all our praise and affection but uhh because of sin which is just the breaking of God's law it's turning away from him, rejecting him that all of creation was just is you know turned into chaos pretty much. And through Jesus' death on the cross we can come into a relationship with him and on the cross Jesus bore the wrath that of god that we deserved cuz God he hates sin and because he's a holy God he can't be in the presence of sin and holiness just means set apart there's nothing like God and no attributes and his character and when I heard that message when I was 17 was when I came to Christ and um over these past and um I'm 21 now and so over these last four years I've been growing and realizing just how sinful I am and just how forgiven I am as well at the same time. It's an interesting paradox in the Christian life just seeing how much I need Christ and how much he's there to uh you know supply me with my needs.

ALI: Wow thank you for sharing that. Now I want to go into a little bit about what you mentioned about your first six years you went to the Temple and then after your grandmother passed away in 1999 you started going to church with your mother um what, what kind of led to that decision the shift to go to church?

ALEX: *Well that's when my mom came to Christ in 1999. She had heard about Christianity for 9 years before that like there was a person in her life that you know was constantly talking to her about Jesus you know she converted and um that's when we started going to church in 1999*

ALI: And how did that make you feel at that age um going from uh one kind of religious area to uh another?

ALEX: *Yeah I think at 6, uh it didn't really affect me because uhh I just wasn't at place to understand what was going on like to see the difference between temple and church*

ALI: Okay and so uh you started going at 6 and you mentioned that at 17 you really uh turned to Christ and came to Christ. What was that like or how did you how did you know that was the time that uh that you wanted to follow Christ?

ALEX: *Yeah. That's actually like a really good question. If I were to quote a verse it's second Corinthians 5:17 it says that "all that's passed and new that's come we are new creation" and what that means is that your desires change like the god that you want nothing to do with you now love and the sin you wanted everything to do with your beginning hate and what I said about firs going to church I learned a lot about morality and being a better persona and reading my bible more and praying more and like you know just doing all these things um but when I started learning about grace which is unmerited favor and it's a gift of God that began to change that began to change my heart when my youth pasture when I was 17 said you know, Alex, "I don't think you know about Christ man" and I was just like that like really convicted me and he told me why I didn't and because he said I didn't have a relationship with him and no relationship because I never placed my trust in him and so it was uh it was life altering definitely. I don't think that I definitely wouldn't be the same person I would be if that didn't happen.*

ALI: Thank you. When you talk about uh when you talk about like your moment of understanding grace which you described as merited favor

ALEX: *Unmerited favor*

ALI: Unmerited favor, sorry about that. What does that uh what does that mean to you?

ALEX: *Yeah. In terms of salvation for me, is that I could do absolutely nothing to meet the perfect standard that um that God has to be in a relationship with him but since Jesus died on the cross and resurrected he uh freely died for me and yeah not based on anything I've done or based on anything I'm going to be doing in the future but because of who he is uh yeah.*

ALI: Thank you.

ALEX: *Mmhm*

ALI: You talk uh you talk uh you mention a few times about a relationship with Christ. What does that mean? Could you describe what you mean by relationship?

ALEX: *Yeah, for sure. I think that um... it's very easy to uh look at uh religion as a thing as things that we do. When I say, when I say that it's a relationship it's like a relationship you'd have with say your mom or dad um.. if.... Jesus is a person to know. Like in Philippians 3 it talks about that "I consider all things rubbish compared to the surpassing value of knowing Jesus Christ so a relationship is growing in um your understanding of grace um which leads you to uh know Christ more.*

ALI: Thank you

ALEX: *Mmhm.*

ALI: Um. I guess... when you came to FSU, how did you decide to get involved with CRU?

When did you first find out about CRU?

ALEX: *I heard about CRU my freshman year but uh I didn't get involved my late sophomore year or early junior year so like spring fall yeah umm. Wait what was the question again?*

ALI: Like when did you find out about CRU and how did you get involved with it?

ALEX: *Oh, okay cool, Yeah sorry about that*

ALI: No worries

ALEX: *Yeah I found out about it my freshman year and I got like I had to meetings in CRU but never got plugged in. I got plugged in my junior year when I asked the leadership if I could get become involved in leadership because like I had just went on a mission trip and they wanted guys who uh knew the bible and so uh yeah my junior year was when I got involved leading a community group*

ALI: Yeah so how was how was your relationship with Christ and relationship with faith before joining CRU in uh High School and uh College?

ALEX: *Yeah. I've always been told you know, that I was a natural leader and that uh I'm gifted and just in all these areas and you know I think it's very easy to take and place a lot of confidence and self-worth in that and what people think about me and how the organization go that I run and all that but you know for the first time I learned that this life isn't all about me, it's about Jesus. You know he died the death I deserved and lived the life that I could never live in my place and so he's deserving of all honor and all glory and that's when I began to realize that I couldn't live the Christian life and that it was impossible to live the Christian life and that I needed him like I needed his grace to live it out and um so yeah.*

ALI: What do you think it looks like for people that try to live the Christian life without having um having that deeper understanding of maybe no one is perfect that everyone is imperfect?

How does that, how does that look like?

ALEX: *I think it leads to a lot of frustration, insecurity, a false sense of...it leads to pride because you you're taking confidence in uh you know the things that you can do but Jesus said he gives us his holy spirit so you know there's this trinity – the father the son the holy spirit. The third person is the person that makes us more like Christ, it produces affections toward God and uh I think that if someone tries to live the Christian life on their own that they wouldn't grow in*

their knowledge of God and it says “if you abide in me and I in you you’ll bear much fruit apart from me me you’ll do nothing” so there’s this level of dependence that’s needed that’s required to grow in your walk with God

ALI: That’s – that’s pretty powerful right there.

Mmhm

ALI: When did you first realize that this was something you wanted to buy into that you wanted to buy that you wanted to be a part of?

ALEX: *It’s honestly something I have to buy in every single day*

ALI: What do you mean?

ALEX: *Um, I think that we can... uh we can know things logically in our head but... unless it goes 18 inches down to our heart, um, that It’s not going to change anything. Like I can know that I can’t live the Christian life in my head like logically like in my head but if it doesn’t like reach down into my heart and change the way that I relate to things then um then it’s never, I’m never going to change so that’s something that I have to constantly remind myself of. There’s things that um, there’s this one pastor that says that the Gospel, like the message that Christ is coming down to us and redeeming us from our sin and God’s wrath is that he says that the gospel is the A to Z not just the ABCs of Christianity so the Christian needs to wake up every single day to realize the grace he needs to live Christian life because he can’t on his own. And that but that relativity really started to impact my heart was my sophomore year so about 2 years ago and it’s, it’s been amazing.*

ALI: Well so I’m glad you’ve been having a positive experience with that and that kind of leads me to um into another question is that you, you, you mentioned something about pursuing

leadership within Cru via the leading the bible the bible studies. Why did decide, why did you feel that it was your time to pursue that leadership?

ALEX: *Yeah. Um So before CRU I was a part of another campus organization, campus ministry,*

ALI: Okay

ALEX: *And um I think naturally when you become an upper classmen that you want to pour into you know the younger people and the ministry that I was a part of didn't have leadership positions that were open at the time um they were just open to seniors so I, I went out to Cru and was like, well there's a need, there's a desire that I have to do this and like just Cru provide that opportunity*

ALI: Very cool. Since becoming more involved with Cru, have you taken up other roles in Cru besides leading bible studies?

ALEX: *Yeah, this year I'm leading international ministries within Cru, it's called Bridges, yeah it's like this English Conversation club we have and we just learn like international view on culture, world view and their perspective on life. We use that not as a switch on bait but like hey what's most important to you and hey let me tell you what's most important to me and it really provides open doors for the gospel to be shared with them. And um I think that's been uh extremely rewarding for me so um*

ALI: Rewarding how so?

ALEX: *It's again, it's changed the way I've um that I view people. Like coming from Miami and living here in Tallahassee it's very easy to see life from one point of view and so like hearing their stories and hearing their struggles it's like this person isn't just like one south Korean who's a Buddhist or a Muslim from Saudi Arabia like this is someone who has a story who has*

struggles just like I do who's had hardships and who has gone through good times just like me and it's helped reel in the humanity of all people instead of saying that this is one person and this is one type of person – no we're all people and we're all in desperate need of God's grace

ALI: Wow – when did it when did it occur to you the whole notion of we are all one people?

ALEX: *It has for a while but this semester it has really began to impact me a lot. Um. Like seriously it's really impacted me a lot recently. Um. *pause* it can be a lot easier to go deep in relationships with people you feel comfortable with who's had similar experiences as you but to step outside of your comfort zone and to realize you know all of those things that I've been saying like firsthand because like I've been doing this for a few months now I've been doing this since January, leading this ministry. Um To see that everyone has a story that these people aren't just people that come to my conversation club but these people who are my friends who like I just want to get to know more and like that has really like has really allowed me to feel the impact of that and the weight of that*

ALI: That sounds like it's been a very powerful experience

ALEX: *Mmhm*

ALI: Especially this semester

ALEX: *Mmhm*

ALI: Is there anything else you'd be willing to share like that impact?

ALEX: *Like so I think one of my biggest struggles in my Christian walk is dealing with humility. I can be uh very prideful and all of my thoughts revolve around Alex and what and what's good for Alex and just to place a lot of confidence in natural ability but this semester like slowly but surely god has been chastising me you know just like how a father would his son. Because there are these times where I've tried to do things on my own you know without him and that's led to*

frustration, and um like just not being satisfied. I don't know if that answered your question. Has it?

ALI: Yeah

ALEX: *Oh like extra stuff that I've been learning. So I've been learning a lot about dependence and humility. To briefly explain dependence, for the Christian you have this huge, deep, spiritual need, that you can never meet on your own but Christ said you can meet your need with him so he power to live and your knowledge of him and love for him*

ALI: Thank you for that

ALEX: *Mmhm*

ALI: You mentioned this semester that god was chastising you

ALEX: *Mmhm*

ALI: And you felt some dissatisfaction

ALEX: *Mmhm*

ALI: In what ways do you feel god was chastising you?

ALEX: *Yeah um, *pause 7 seconds* by kind of just bringing me to an end of myself. There were times this semester where things you know with Bridges didn't go the way I wanted them to go because I just had this you know this is how it's going to go it's not going to go any differently than this and some of my team members were like you know Alex maybe it would go better if it goes this way and I was just like, I'll hear what you guys will have to say but I've been doing this longer than you guys and so. But thankfully they've been very gracious toward me and forgiven me for I don't know, not being super kind to them um and I think that's how he's been chastising me for I guess not being so compassionate, yeah*

ALI: So how does that, how does that make you feel to have to go through that experience?

ALEX: *Yeah*

ALI: For having to go through some of that humility that you referred back to; what does that look like now?

ALEX: *Well it's, during it, I, I just had to keep reminding me reminding myself that God's character is good and that he's working all things for the good of all things working for him. It wasn't fun and it was so natural for me to place all my confidence in my gifts but it's been um so rewarding um and I think that I think that one of the lies of sin is that you can find satisfaction in things outside of Christ. Whereas like when you're seeing things from the right perspective you see that Christ is the satisfaction like he is the goodness that you need. CS Lewis he gives like an analogy he says that 'sin is the suicidal abandonment of joy' he says that we're so easily satisfied by things that won't satisfy us that the Christian is like a kid in the slum who is content with mud pies where he can be on a cruise ship eating whatever he wants, like if that makes sense*

ALI: Yeah. Definitely a good visual analogy, um.

ALEX: *Yeah*

ALI: Something else I wanted to ask you about was uh how, how has your involvement with Cru kind of shaped your experience at FSU? Has it shaped your experience at FSU?

ALEX: *Yeah. I think before I got involved with Cru that I wanted to be a lawyer and I was involved with student government and um but like now I'm not involved with student government at all and I don't want to be a lawyer. And I didn't and before cru I didn't have like a community of believers that I could you know bear burdens with or say hey I'm going through this right now or hey what are you going through right now bro? But yeah it's definitely shaped my experience at FSU and it's shaped what I want to do when I graduate*

ALI: Going back to it shaping it shaping your experience, from your answer I gather it's been a pretty positive

ALEX: *Mmhm*

ALI: Positive experience?

ALEX: *Mmhm and I think Like all organizations you come to realize that it's imperfect and that it ultimately like it's not perfect I mean it's hum and it's run by humans and none of us is perfect so there's definitely been frustrations more so with uh just with people and I uh think it'll happen with like any situation I mean we're bound to get frustrated with any people and so overall it's been extremely positive and even the negative aspects turned out to be positive as well as I've seen like people who I just didn't get along with. We've been able to reconcile things and say you know we're united in Christ we're one body we're all united and not supposed to be fighting each other you know*

ALI: Wow that's good

ALEX: *Yeah.*

ALI: Has Cru led you to, to further involvement at FSU?

ALEX: *Hm*

ALI: Or do you feel like it's narrowed your experience?

ALEX: *Well*

ALI: Or I mean your involvement? How do you I mean do you feel more engaged with campus?

ALEX: *Hm. That's a really good question. *pause* I feel I think I feel the same amount of engagement but it looks completely different like when I was in student government I was instituting policy that would change the campus whereas now I don't do that anymore. Like*

there's nothing that I do that changes the affairs of students like from a legislative side. But you know it has helped me become more engaged with students relationally on campus.

ALI: How does that make you feel going from one end of the spectrum like with involvement and engagement on campus like trying to create policy changes with student government as a you mentioned to having a more focus on relational building – what does that look like?

ALEX: *Um...I honestly wish that uh you know I honestly wish that I could have done both. And I honestly think I very easily could have but you know there's some regret with that. Can you say the question again? Sorry I lost my train of thought*

ALI: Yeah, no worries. I'm more asking about how you mention the previous involvement with student government and policy and now it's more relational, relational building so how does that make you feel to go from one kind of engagement to another kind of engagement

ALEX: *I'll just preface this and say that student government is extremely relational as well it's just different. It's been good it's been a very positive experience and it's showed me that I do love being around people like I do love building relationships with people and it's kind of just exposed me to all kinds of people like what I was saying with bridges and what I was saying with bible study and it's helped me get out of my comfort zone um and it's kind of just shaped my passions and desires for what I want to do after I graduate so like I'm applying to go to seminary because like I want to work in the church when I graduate*

ALI: Wow – so do you think cru has influenced that uh I guess your career path?

ALEX: *Definitely*

ALI: In what ways?

ALEX: *Like before I, you know, wanted to be a lawyer and now I want to go into ministry. Just because growing up you had to be a very super Christian to go into the ministry but I just*

realized that we're all broken and marred by sin like us on our best day can't unfortunately can't bring life to somebody but Christ can and Christ has used all kinds of people and he can also use me and um and that's what cru has kind of placed in my head that you can use all kind of people. One thing that of the things my mentors says is that god doesn't qualify he qualifies he qualifies the call.

ALI: Wow

ALEX: Yeah

ALI: Can you elaborate on that and what it means?

ALEX: Yeah... **pause** if it's just saying that god isn't just looking for a resume like looking for someone who has their life all intact in order to impact the kingdom, like for the kingdom of Christ I'll just say that. He just sues people who are available and wants to be available to him to spread the gospel.

ALI: For someone who, may not be as familiar with religion or with faith based organizations. I'll go ahead and say that I'm, I'm one of those people. Is, is kind of exploring himself and exploring his face. For someone who's entering college now. How would... what would you, what would you advise them, if they were going through some exploration?

ALEX: Like into different faith based um I'd say come into an open mind come in being teachable. I think in life it's really easy to um feel like you've gone to the mountain peak that you've learned everything that you needed to learn um and teachability will take you so far like when you're able to say wow "this is why this person thinks that way" let me like place myself in their shoes. This is deeply impacted them and this is changed them because of this. I would also say, um, come out to CRU haha. I think it's unfortunately a community of imperfect people um but it's still a very welcoming community. There's so many faith-based organizations at FSU. I

don't like where you could look into that and I would say you could check that out and um see what they say.

ALI: Definitely

ALEX: Yeah, mmhm

ALI: Do you think do you think CRU has had an effect on your academics?

ALEX: *Hmm that's a good question. Um – I know that for some people it um I know that for some people it either hasn't affected it like they've just stayed consistent with it and for some it's like its hurt their GPAs and with others it's like helped their GPAs. I'll start with people that it's hurt. Um I think for any kind of involvement, that there needs to be time management and people who just haven't managed there time because there's just so many opportunities to get involved – that's why and that's a huge reason why I joined cru and it's so easy to get so involved and wanting to do things faithfully and obediently that you don't focus so much in uh school and I think that's good but also bad because I think that like in our involvement when we deepen our love for Christ he says do all things heartily and work heartily for the Lord and so there should and I don't think that becoming involved with an organization, as a Christian, um should you know hurt your schooling and I don't think I honestly don't think it should I don't think it should but I know for some people it does and I know for some people whose heard the verse like do all things heartily for the lord like it's helped them a lot in their schooling and they're like wow this isn't about me, it's about Him and representing him well and being like a good Steward of what He's given me.*

ALI: Okay. So that's on one end that people may have been impacted not so positively. How has it impacted you?

ALEX: *It's helped my GPA out a lot and with the people – and I wouldn't say that it's impacted them negatively – I would just say that, um, time management haha, yeah.*

ALI: How, how has, has Cru helped out your academics in, in what ways? If you don't mind elaborating on that a little bit

ALEX: *Yeah, yeah. It's like - There's this older guy I meet up with at least once a week and he's just really instilled discipline and doing all things for Christ like being serious about my academics.*

ALI: That's good. Is that something pretty consistent within Cru as an organization?

ALEX: *I'm not sure. Um I would hope so*

ALI: And when you when you say older guy, is it like uh a full time staff person?

ALEX: *Yeah it's a full time staff person*

ALI: And just for like the uh, the purpose of the recording could you could you describe the structure a little bit about the full-time staff members versus the students within Cru at FSU/ just a little bit

ALEX: *Yeah so the full-time staff of CRU raise support in order to be on staff that just means they raise their salaries pretty much and work 40 hours a week and their focus is on evangelism which is what it really means is to herald the gospel, to herald the good news and how it applied here at FSU is share the gospel to non-believers and so they're really focused on training believers and just having winsome conversations with classmates with people on campus about Christ and like getting into spiritual conversations and they also lead, we have Thursday night meetings at 8 at Moore. And they're the ones who teach um they run the meetings. They're the speakers at the meetings and the student leaders lead the bible studies and they kind of do the*

more like I don't know, I don't know how to describe them. It's student led but staff directed at FSU so the staff takes the advisory role and the students are more like the hands and feet of cru

ALI: Thank you for that. Um, let's see – has, has Cru kind of led you to *pause* based on what you've been saying, I want to I definitely want to try to get a more holistic understanding um, has, has, has cru led you to kind of have, have like a change of way of thinking or behaving or acting or how you carry yourself in a day to day basis?

ALEX: *Yeah*

ALI: And in what ways?

ALEX: *Yeah. It has it pointed me to the Gospel. The gospel should be the center of every Christian's life and Cru has just reinforced the core truths. God is a gracious god who loves me not because anything I offer to him but because of who He is and that just like changed the way I've approached relationships with people it's helped me be more gracious and loving as a result he says "Love the lord, your god and love your neighbor" and you could only love your neighbor if you love god. Like his love stems out into your love for others. Mmhm*

ALI: That kind of goes back a little bit about what you we resaying before how Cru has kind of almost inspired you to pursue a career in the seminary. Um – is that, is that something you, you feel is typical for people that are or who become highly involved in Cru?

ALEX: *Umm. I would say it's a minority. Um I think most people they are involved in Cru and kind of have an idea of their vocation. Like a lot of friends of mine want to go into medical school others they want to run their business and others they want to be a lawyers, but there's some that God kind of grabs a hold of their heart specifically you know to serve him in the local church as a full-time job or like overseas talking to people about Jesus who has never heard of him*

ALI: It seems to me that God has, you know, taken a hold of your heart.

ALEX: *Mmhm*

ALI: From your experience.

ALEX: *Yeah. Because you know I wanted to get into politics and be a lawyer my entire life. But he's changed my desires and kind of just changed the way I want to live*

ALI: When did you when did you know like what was the defining moment when you knew that shift happened? From wanting to be a lawyer and give back in that sense. To wanting to go, go all in and pursue seminary?

ALEX: *It's definitely been a process, but like when I was in China this past summer on a mission trip. I was reading a book by Jonathan Edwards = he's a puritan, pastor, reform. He was saying these things, that like he was saying these things how he was feeling called into the ministry and he was saying like you know he had a burning desire to preach the word you know he had a heart full of loss. You know he wanted to see Christians be more like Christ and I was like "wow" I was reading that and was saying, "like wow" these are all things I resonate with and these are all things I want to do as well and so it was like I've always known for the past few years that I wanted to go into ministry but it became like extremely clear to me like in June of this year that I was like wow like I want to go into pastoral ministry and pursue a seminary degree.*

ALI: Wow that's powerful

ALEX: *Mmhm*

ALI: So China – let's talk a little bit about China

ALEX: *Alright*

ALI: What were you doing in China?

ALEX: *I was taking a language class, four days a week. You know touring and visiting different attractions like the Olympic stadium I think and also like whenever we had a free time we would go out to different universities I would talk to different people about Jesus, with Chinese student about Jesus and what they thought and ask them you know if I could share this good news with them*

ALI: And just for clarification this trip to China was related to Cru or was it something?

ALEX: *Yeah it's related to cru*

ALI: So like how many people, how many people were on this China trip?

ALEX: *There were 70 of us*

ALI: Wow 70 and how long were y'all there for?

ALEX: *For seven weeks*

ALI: For 7 weeks, Wow – what was that experience like, to kind of go abroad and preach kind of like and spread the gospel and talk about talking about Christ overseas, especially in China

ALEX: *Yeah*

ALI: Like how was that?

ALEX: *It was a lot of fun. I have a uh very adventurous side, crazy side to me. Like going up and meeting new people like it was a lot of fun for me. And you know that that was what I had to do and um. When I was there, I was just so, so amazed by how, how most people had never heard about Jesus and their only understanding was that he was a good guy. Not that he was God not that he had died on the cross for them to redeem them of their sins so um that was shocking to me. A lot of them were just very open to what I had to say. Um I think like one, that one of my friends. I met over 100 over 150 people this summer and um like one of the guys he you know, indicated that he wanted to follow Christ and that was awesome – to see that someone from a*

different culture who was brought up in a culture that embraces atheism to come to Christ – that, that strengthened my faith

ALI: How did that make you feel to see that shift, especially in in in that culture?

ALEX: *Yeah. I think it brought me back to my story and everyone else's story that has gone to Christ. In the bible it talks a lot about the heart and how the heart is dead in sin and how the heart wants unfortunately nothing to do with God and so without you know, the Holy Spirit intervening and changing a man's heart like he'll never come to Christ. Like he will never make the decision to follow Christ because you know living like his heart says that living without Christ is the way that I want to go. And so it really brought me back to wow, Alex, you don't convert people. Like you are as steward of this message but you can't change a man's dead heart in the same way your youth pastor couldn't change your heart.*

ALI: Wow. That's, that's really interesting.

ALEX: *Yeah*

ALI: I apologize I'm trying to process, to process that statement right there. Hmm. Hmm.

pause had you had you ever been abroad before, before China? Or was this your first time?

ALEX: *I went the summer before as well.*

ALI: To China?

ALEX: *Yeah...*

ALI: Okay wow

ALEX: *Summer 2013 and this past year summer 2014*

ALI: Wow. You must have had a good experience the first time that made you want come back a second time

ALEX: *Yeah.*

ALI: How did, how did, how did. I'm interested in learning how, how does it work to go abroad with Cru to spread the message?

ALEX: *Like the process before, or like what do you mean?*

ALI: Kind of like what inspired you, what inspired you to go abroad? Like how did you find that opportunity?

ALEX: *Yeah – one of my friends that went before, the summer 2012, he told me about it and when he told me about it I didn't want to go at all and there was no way I was raising \$5K to go to China. I had an internship in Cuba and I was like this is what I wanted to do. But the lord was showing me like, there are lots of people who never heard this message like who's going to take this message to them and you know, that's when I was like this is something I want to do, um. There might have been like some, some bad motives like you know, I want people to think that Alex was this really spiritual dude who has it all together. But there were definitely pure motives too like I wanted people to hear this message like and um*

ALI: Do you think, do you think it's shifted after going in 2013 and going again in 2014?

ALEX: *Mmhm*

ALI: You mentioned some of those motives

ALEX: *Yeah I think they did shift, um. The first year I came as a student. The second year they wanted me to be like a leader to the student. And I think it's so easy to be looked up to and that was something I was really struggling with the first part of the summer. I just had to like keep on turning to the bible. Like, two verses that helped me so much was John 3:30 and that's um "he must increase so therefore I must decrease" and it says but the son of man did not come into the world to be served but to, to serve and give up his life as a living sacrifice as a ransom for*

*many” and I was like this is the call *hand motions* like if I want to be Jesus to people, like this is the call he is bringing me to.*

ALI: Wow

ALEX: *And I like, I realized the second or third week um when I was in China this past summer.*

ALI: Wow.

ALEX: *So my heart was changed, haha*

ALI: Hmm. What was your favorite memory in the China trip?

ALEX: *This past summer?*

ALI: Yeah.

ALEX: *It, uhh. I was talking to my friend Eagle on campus, he’s a Chinese student and it was just crazy how we met. I had met one of his friends and I was on 2 different universities this summer. And I had met his friend at this other university and he was like “oh I have this friend who’s leaving in a week and you gotta meet him but he’s at this other university and the other university is like 2 hours away. And I was like okay, I’ll meet him. And when we met, I was able to share my testimony, my story. Like he, he didn’t convert like he didn’t come to know Christ that day but he was like, “wow Alex, like thank you for that. Thank you for giving me some hope” and I was like, “yeah, just doing what the Lord’s calling me to do” and said that, well I don’t know I’m a feeling like that’s my personality, like I cry a lot and haha. He just, *emotional* like when we started saying he started crying and said, “Alex thank you for everything you’ve done” and I said, “of course” and then I started crying and that, that was a very good moment I had with him.*

ALI: Definitely sounds like a powerful moment.

ALEX: *Mhmm.*

ALI: Sharing, sharing that emotional moment

ALEX: *Mmhm*

ALI: With another human

ALEX: *Mmhm*

ALI: Are you – are you planning on going back again this summer, or?

ALEX: *Probably not. Um, I have to, I have to work this summer to uh pay back loans.*

ALI: Oh

ALEX: *I don't know. Something crazy would have to happen to make me go back, but I definitely want to go back one day.*

ALI: Definitely. Do you still keep in touch with some of the people you met in china?

ALEX: *So China is a closed country and what that means in missionary terms is that it's illegal to prophesize*

ALI: Mmmm.

ALEX: *And it just wouldn't be safe for them to be in contact with us since we will be talking to them about Jesus and so we cut off contact with them.*

ALI: Wow. That must be, that must be tough to kind of handle.

ALEX: *Yeah. Um, I think it is but we just have to trust the Lord that there will be other people who will follow-up with them and talk to them more about this.*

ALI: That's great. So I just have a couple more questions. I definitely want to do the best job I can to give voice to your story and share your story so other people recognize and understand your experience at FSU, your experience with CRU and so these last few years at FSU, can you think of any defining moments that you've had within Cru?

ALEX: *Hmm.*

ALI: Take all the time you need to process.

ALEX: *Yeah. *pause* hmm, yeah. *10 second pause* At um, every year during the fall semester cru has this thing called the Fall Getaway and it's just where people in Cru go to Panama City and the first year I went my junior year, I brought my bible study and co-leader and there was like 7 of us who came. I just like hadn't been involved with Cru until my Junior year. And it was like the first time to meet people within Cru and just feel like a Christian community. For the first time since leaving Miami. Um just having you know other believers who, would just continually show me the beauty of Jesus and the gospel and that was one thing I was scared of that I just wouldn't have that community. But the Lord just like answered prayers and allowed for that to happen. And um, Another time was my birthday, my 21st. march 30th of this past year. Like I was going, I was going through a really hard time in my life just, Like my mom had lost her job she was going through depression and my dad he, like my parents are divorced and like my dad, he would always be saying things like "Alex, I don't know why I'm living right now" and um just like stuff going back home to my family, I think that one thing that the Lord has given me is a Shepard's heart. And what, just what that means is that people that you genuinely and deeply care about and so that just really affected me and I had to like isolate myself from people for a little while. Actually I didn't have to I just decided to because I didn't want them to see me in that state, in that needy state. And I just felt like a lot of people just didn't want to be around me. And on my birthday they had a surprise birthday party in my house. Like I don't know how they got into my house.*

ALI: Haha.

ALEX: *And there were like 50 people there*

ALI: Wow

ALEX: *And they had all written notes, like, *emotional moment, crying for Alex, pause* they all written notes and appreciated me and like, it was all love*

ALI: That, that must have been a good moment.

ALEX: *Haha, *emotional* yeah*

ALI: Well, I appreciate you sharing that and I also appreciate you showing and feeling emotion and I mean it's, it's true stories that and the interaction with people that we are able to understand like emotions and so I can, I can definitely gauge that that was a powerful moment for you.

ALEX: *Yeah, haha*

ALI: How's your family doing now?

ALEX: *My dad's doing better. He, he came to Christ in April*

ALI: Wow

ALEX: *Completely different man. Definitely seeing transformation in him. My relationship with my, uh, dad has always been strained *sigh* and um, *pause* he can be a very angry man. And just, over these past few months he's been so compassionate and wanting to hear how I'm doing where as in the past he wasn't like that at all.*

ALI: Hmm

ALEX: *So I've seen how the Gospel has transformed my life and my family's life and like my mom has a job now so, and she, she still has depression, like major depression but she has people that she can process that with so things with the family are going better.*

ALI: I'm glad to hear that, Alex.

ALEX: *Yeah. And just because, and I don't want to mislead anyone. Like just because Christ is in someone's life, doesn't mean they won't go through hardships, that they won't go through*

hard times. You know that people who were the first Church planners, like Paul and you know the Apostles, like all of them died because of their faith. And um and I think that one of thing that all of them would say, and what I can say is that Jesus is worthy. Like he is worthy of my praise, he's worthy of my affections. He's worthy of the honor that I want. And so that's, I think that's like hard times aren't fun, um, but they're an instrument of god's grace. Suffering takes away all things that you can rely on and takes you back to Christ.

ALI: Wow. Well. One final question I have before I open up to, open up to you is that... I mean, how do you, how do you feel, feel that Cru has influenced your, your wanting to stay in college at FSU? I guess, like your persistence. Has Cru led you wanting to come back to something that you're looking forward to at FSU?

ALEX: *Like in the future or like right now?*

ALI: Like right now. Is Cru or even your faith has motivated or even inspired you to continue to finish your education?

ALEX: *Yeah, definitely. I, I always say that my experience at FSU would be very different if I wasn't a part of Cru. And there's a lot of smart people in Cru that, and I'm a very competitive person*

ALI: Haha

ALEX: *And they've just really inspired me to try hard, finish this degree. I, uh, that was my goal coming into college, finishing my degree, and Cru has helped a lot. Um, I know eventually I want to get involved with education reform. I wanted to do teaching for America for a while just because minorities like statistically don't succeed in college. A lot of them don't go off to college, and you know just, kind of going off on a tangent but I think Cru has definitely, you know, helped me in pursuing my degree.*

ALI: Yeah. What does that community that you found in Cru mean to you?

ALEX: *It means a lot. It's *pause* um, like they've been Jesus to me. They've shown me grace, they've shown me love, they've shown me mercy. Um, they've chastised me, they've rebuked me, um. They've frustrated me, gotten me angry sometimes, um gotten me cynical sometimes. Um, but there's people there who have always pointed me back to Christ, and my deep need for him.*

ALI: Is there, is there anything else that you'd like to, that you'd like to share that I didn't ask that you'd want to talk about, kind of.

ALEX: *Uhh*

ALI: So that I could do the best job that I can to kind of share your story, share your story.

ALEX: *Yeah, I think that's it. Yeah you asked a lot of good questions.*

ALI: I definitely appreciate that. Thank you, thank you again for taking time out of your Friday afternoon to meet with me. It definitely means a lot and I can tell that Cru has been a very positive experience for you. And um, if you do think of any questions or anything additional you want to ask me or share with me. You have my email address, you have my contact information. Uh, feel free to get a hold of me. We can definitely chat.

ALEX: *Mmhm..*

ALI: Again I want to go over the, uh, we have the informed consent. Uh, the deed of gift is something that we're going to be taking care of now. And Now that the interview portion is over the deed of gift is going to, uh, allow myself as a researcher to use the contents of the interview for my research project and allow it to be published, uh allow it to give my professors to be able to uh, to, to read it and uh once you sign that then you're giving me the, uh, authority to uh use the interview material and notes that I've taken to incorporate into the research project

ALEX: *Okay. Um, is there one thing that can be left out?*

ALI: Definitely. Anything you feel that you want excluded, I can definitely uh, leave out.

ALEX: *Thank you.*

ALI: I guess, uh, do you want to talk about what it is that, uh, you want to leave out?

ALEX: *Oh, just that um, just that my name not being associated with going to China with Cru.*

ALI: Okay.

ALEX: *Like you can say that Alex went, like instead of saying that um “Alex went to China” you can say that “Alex went to East Asia”*

ALI: Okay.

ALEX: *That’d be better. Or he took a language class and talked about Jesus.*

ALI: I can definitely do that, Alex.

ALEX: *Thank you.*

ALI: And I definitely understand your concern there. So again thank you, thank you so much for your time I really appreciate it. I learned a lot.

ALEX: *Yeah.*

ALI: And I, I am so grateful that you were able to participate in this interview. It was definitely a very positive experience for me to, uh, to be able to share this past hour in a half with you.

ALEX: *Hm.*

ALI: Yeah it means a lot

ALEX: *Yeah, no problem man – for sure.*

Appendix C

Interview Transcript 2

INTERVIEW TRANSCRIPT #2: RECENT ALUMNI – JEFF RUTTER

- Total time of recording: 50 minutes and 15 seconds
- Interview conducted on Thursday, October 23, 2014

ALI: Okay Jeff, uh the recording has started

JEFF: Okay

ALI: Again my name is Ali Raza and I am a first year master student at Florida state university and again we are here to talk a little bit about your experience and want to be able to share your story about your experience at Florida State with cru. Yeah I'll go ahead and ask a few questions, it'll mainly be conversational and feel free to share as much or as little as you want. However you want me to be able to share your story

JEFF: Okay

ALI: Okay for the purpose of the interview, would you go ahead and state your name, the year you graduated from Florida State and um what you studied

JEFF: Yeah absolutely. Uh my name is Jeff Rutter and I graduated from Florida State in 2012, summer 2012 and studied interdisciplinary social sciences so it was a focus on sociology and economics

ALI: Okay fantastic – thank you Jeff. I just want to take the time to thank you for taking time out of your busy day to uh meet with me for this research project it definitely means a lot and I definitely wouldn't be able to do this without you.

JEFF: Absolutely. I'm glad I could do it

ALI: Thank you. Again you should've received the uh informed consent and deed of gift. The informed consent is going to allow me to proceed with this interview. The deed of gift will allow me to be able to use the contents of this conversation, allow me to use your story for this project. I'll go ahead and talk a little more about the deed of gift at the end, as well. If there's anything that uh we talk about this, this afternoon that you feel like may be too sensitive or that you uh don't want me to include in this research you, uh definitely have the right to exclude for my use.

JEFF: Okay.

ALI: And that's something that you'll sign at the end of the interview and once I have that we can proceed forward to the next steps.

JEFF: Okay, great.

ALI: Alright. Alright well, umm I guess we'll go ahead and get started *laughter* so tell me a little bit about your Florida state experience

JEFF: Yeah – I loved my four years at Florida State um. We, I came in at the summer of 2008 um got to umm I really like the summer because there's really a lot less people on campus so I got to figure out the campus and the dorm rooms and the college lifestyle before there were like you know, 40K+ students up here.

ALI: *laughter*

JEFF: And what was really cool about the summer was that um I met a lot of friends in the summer that were really some of my best friends for the next four years in college so it was really foundation foundational summer for me and just like kinda my time at Florida state. Yeah I had a great time and worked at Florida State for 3 years while as a student and then um at the dean of undergraduate studies so I got to see a lot of sides of how everything works and constantly having one of the dean's kind of mentor my way through school was a blessing

ALI: Very cool,

JEFF: Yeah

ALI: So, so how did you get involved with cru at FSU?

JEFF: Okay yeah um, I was my parents are actually on staff at cru and have almost been involved for 40 years

ALI: Wow

JEFF: And I was, I was really involved with cru in high school as well so we had a high school ministry called think different so it was one of those things to transition from high school to college and be able to be involved with and I mean there were already people in cru that I knew because they were involved in high school that I went to or local high schools around Orlando so it was cool to already have friends involved and um that was another one of the great things about the summer. I had a lot of people, I had older juniors and seniors befriending me and um just showing me the ropes of college because they were really involved in cru and they knew I wanted to be as well. They helped my transition smooth, go over very smoothly.

ALI: Okay, wow – very nice. Okay so I heard your parents were involved in cru for over 40 years? I guess how did, how did they get involved in cru?

JEFF: Yeah. They were, cru was just um my dad went to UC-Irvine in California and my mom went to Marshall University in West Virginia and they both had, uh, cru on their campuses. So as students, my dad was led to Christ and um he became a Christian in college and he was in uh pre-med and then my mom was doing speech therapy and she was also involved in cru and so they both decided they were going to join staff with cru just so not thinking they were going to

do it for 40 years not really knowing but became involved and they met actually when they were both on staff in the same campus in Pennsylvania and um that's how they met and started dating and got married. Yeah really interesting but they yeah, those were um just really involved in college and fell in love with the organization and the campus ministry part of it.

ALI: Okay that's great. So how did your parents involvement with cru impact you , uh, growing up?

JEFF: Yeah, they, you know I think they impacted me a lot of ways. My dad growing up was the director of HR for a while um for the campus ministry so he was kind of in charge of all the college campuses in the United States

ALI: Wow

JEFF: So I grew up with a lot of college students all the time. And my sister and I like to joke that we were raised by college students

ALI: Ahaha

JEFF: And umm we got to go to conferences all around the country and meet students from all around and also gained also from that experience I gained a lot of friends like your friend Matt. We never lived in the same state but we spent summers together in different areas. That's like one of the cool, one of the cool things about my parents' involvement just kind of getting all this

experience traveling and um meeting people all around the world um and but also it was really cool to see religion and Christianity on the side of kind of what it meant to to see what it uh meant to uh why uhm not to sound too Christian-y, what it meant to be a Christian on a day to day basis. Um you got to see the ins and outs of hat it was we like to call it sub missionary {inaudible] and um kind of like growing up with your parents full-time ministry

ALI: Hmm okay, that's and um I mean don't worry about sounding too Christian or not Christian enough I just want to be able to uh capture to capture the authentic the authentic for you.

JEFF: Okay

ALI: So feel free to say and uh act as normal as possible

JEFF: Okay, absolutely *laughter*

ALI: Okay, I guess. So it seems like your parents were definitely heavily invested in cru early on and um it essentially led to a career in cru

JEFF: Mmhm

ALI: Yeah so I see that I see that you said that you were essentially raised by college students which was quite interesting

JEFF: Yeah

ALI: How did that, how did that like affect your decision like coming to college?

JEFF: I think, yeah, I think the cool parts about it was that we got to see college students umm just growing up they'd just be babysitting us all the time and it was really cool all the time to see the ins and outs of the lifestyle of college students all the time at a young age especially the ones that were walking with the lord or pursuing a relationship with Christ and college students were almost given a bad rep for uh kind of lacking responsibility and just like loving to go get drunk and uh you know that's just not all of what college um and so I think that college is a great time I mean four years that right before you really become an adult you can kind of learn a lot, make a few mistakes, and at the same time figure out yourself and who you are and um getting to see hundreds of students doing that um like at my childhood like good decision making and um you know people enjoying life and enjoying college but you know just not having to fall under the pressures of the world.

ALI: Okay, um very nice. When, when you came to Florida State, did you have an idea of what you felt like your experience with cru was going to be?

JEFF: Yeah

ALI: Or what did you, what did you expect coming in?

JEFF: Yeah. That's a great question. I think that with me growing up most students I don't think they might know or heard of cru especially in the south east and that Orlando is the worldwide headquarters but as a staff I knew kind of the stereotypical of what it would be like and how the meetings would be run and how the staff would be like and kind of well-known about what the crusades culture like the staff team already knew us when we were already there so they kinda already knew who I was so they kinda knew what to expect. So my freshman and sophomore year we actually didn't have cru staff on campus

ALI: Hmm

JEFF: They were all at different jobs or places across the country so it was all student-led by students who were very involved while we waited for more staff to be placed there and um once more staff got placed there it was really like took off again and I mean I think I had preconceived notions of it or really like what I should look like and, and um it wasn't there and my um expectations weren't really met because it was like really different um but the community size was the same and I think that the students that were leading the meetings at the time were really great job reaching out to freshman, making that impact on the freshman life, being involved in every dorm and, and you know, the FSU luau and whatever the equivalent was. The goal is to always have a presence on campus so the incoming freshman knows who we are, in a sense.

ALI: Okay, great. You talk a little bit about expectations

JEFF: Yeah

ALI: So you mention how your expectations weren't necessarily met, what do you, what do you mean by that?

JEFF: Yeah I think, I think that knowing cru how it works usually have full-time staff and having at least one or two couples that are single being their whole job being staff leader and different staff outreaching on campus and basically they're putting like 60 hours a week weekly

ALI: Oh wow

JEFF: With a ministry on campus and to not having four or three or four people like that's their full-time job to do that, and having it all student-led really, obviously as students we're really busy with classes and other things and life that you really can't put 50-60 hours a week on and so there's these things that I knew that we weren't really doing um like an example is on campus um really I don't think we had a presence as a registered student organization because we didn't have correct representation and understanding of what we were allowed to do um so those are some examples about the staff. And also for full-time staff they, they speak at the meetings and we have local hospice coming in and doing that but we want to be able to know the people doing that full-time and yeah, those expectations weren't met initially

ALI: Okay, cool. How did that, how did that I guess influence your experience with cru at FSU?

JEFF: Yeah I think that was good. I think it forced a lot of people to, a lot of students to step up and be leaders and look at their own lives and how they can invest in other lives. I think for me I had a friend of mine who really mentored and invested in me for three years until he graduated. He was going to be a junior and I was a freshman. And you know, we met every week for about 3 years until he graduated. You know I think if we had full-time staff I would've met with one of them and may have had a different experience so it was really cool um for not having a full-time staff how he was able to step into my life and a lot of other juniors and seniors were stepping into the lives of other freshman's lives really um were leading us and guiding us through college was really cool.

ALI: Okay, very nice. So what I'm gathering is there, there was a sense of tight-knit community that formed because almost a lack of full-time staff is that right?

JEFF: Yes – and I think that's the goal when the full-time staff are there to have people there and have people investing and it becomes hard when you're having to do that and this group really did it on their own and not really having older people investing in their lives and they knew and understood how that was important and had to do that themselves.

ALI: Okay

JEFF: Yeah

ALI: So more on the community aspect, how, how is the community within cru?

JEFF: I think it's really neat. I think it's a cool community that um I always like to say that there's a lot of groups of people that can be shaped in a circle that you can't really be inviting for people to come into that circle so you kind of bounce away. So we like to be a u-shaped so we're open to bringing people in. so I think that um, that's kind of how I like to describe our community. We want to make an impact on campus and talking to people and meeting people and always having new people coming in and we're obviously sending. Our motto is kind of win, build, send. It's win others over to Christ; build is to kind of build the relationship with Christ and growing and learning studying their bible, and being [inaudible] and mentored and then we send them out to the world and they don't necessarily have to be full-time ministers but they can be lawyers or doctors or whatever they want to do but they're getting out into the workforce and getting to share their love for Christ and what cru taught them and what they're learning at church this week and that's the goal and that's how we base our community off of. It's a very, I think it's a, we had about 250 people when I was in college and it grew from about 125 to 250 while I was in college. And a big part of it was that I think we had a group of people really loved meeting new people and investing in their life. So I think the community isn't always the tight-knit community that you know everyone well so if you do that it doesn't really seem very inviting so it's almost like joining another family and relationships so I think it's this really close group with a same goal in mind. If that makes sense

ALI: Yeah, that makes sense. What, what are some of the ways you bring people in on campus?

JEFF: Yeah we do a lot of different things. I think the first week of campus is very big especially for freshman because you have a bunch of new kids they have no idea of anything in Tallahassee and all they know is their dorm and campus and so we like to serve them by having this big bbq and partnering up with campus organizations, ministries, and churches in the area and just letting them know that we meet every Tuesday night in the Moore Auditorium. And we also like um have a meeting in your dorm room and bible study we like to call community groups

ALI: Hmm

JEFF: In each dorm room just to like let them know that we're here for you. We also do um kind of evangelism. Cru is kind of like a campus ministry, we uh sorry I'm driving *laughter*

ALI: No worries.

JEFF: *laughter* so we are an evangelistic ministry so that means we love to share the word of God and, and you know, um yeah, so two people who are strangers. On Tuesday and Thursday I talk to random people that I never met and it challenges me to be outside of my comfort zone.

ALI: Hm.

JEFF: Yeah but we obviously do that in classes as well. And um but yeah there are times we are trying to meet other people, bring in guest speakers, we had this thing called 'seduce me' a kind

of testimony of sorts of kind of a man and a wife with a strange story about sexual abuse and had a packed auditorium with like 800 people and were constantly advertising that on throughout campus

ALI: Hm

JEFF: But yeah, we do a lot of different things like that, handing out fliers, and letting them know about conferences we're throwing and other things like that.

ALI: Cool. What specific, what specific roles did you have while you were at cru at FSU?

JEFF: Yeah, um. I led a like my sophomore year. Usually they let freshman come and enjoy things. But leadership wise, my sophomore year I led a freshman community group in Reynolds – that was my dorm as well when I was a freshman and then um junior year I led all the special events so we would do things like fall retreat anytime we would have a big outreach on campus like handing out popsicles and anything like that, I would be in charge of that. Senior year I was president of Cru as well as on student staff so umm yeah, for that year I put in about 30 hours a week um on that but the president thing was a lot of fun to interact with RSOs on campus or registered student organizations on campus and going to different forums or different parties they would be throwing. Um so yeah that was a lot of good times.

ALI: That's great. Could you, could you talk a little bit more about your experiences as president?

JEFF: Yeah. We try not to make it a big deal in the ministry *laughter* I think it's just one of those things that I don't think a lot of people in cru even knew who the president was

ALI: *laughter*

JEFF: Which is fine, I think my main role was to interact with the administration and to make sure we were kinda in good standing with the school and reserving spaces and registered student organizations get in trouble all the time for not asking permission to do this or that so always asking permission, being in good graces with the administration um as well as you're going to partner up with community service and would love to get to have a big impact on the Greek community and partner up in dance marathon um with them was always a uh good thing. So yeah, that's kind of my main role as president to uh, keep everything under control and to um make sure you know, we weren't getting in trouble for not asking questions for things.

ALI: Okay, great. Um

JEFF: Yeah.

ALI: Yeah, so I guess well, could you talk a little bit about your, uh, most defining or most memorable experiences within cru?

JEFF: I'm sorry could you repeat that one more time

ALI: Yeah, of course. Could you talk, could you talk about some moments or experiences in cru that have been very impactful to you

JEFF: Yeah

ALI: While at FSU?

JEFF: Yeah, absolutely. I think that, um there's a lot to choose from. I think the fall getaway where we take hundreds of students to Panama City beach and we'd stay at these *laughter* camp of some sort off the beach. So we'd go there, have guest speakers, and kind of a worship then play, and worship and play and I think it was a really cool time to get away from classes and texts. I don't know I think it was really cool you just got to meet a bunch of people which was really cool because you didn't really see on campus that much. And I think I came away with friendships every time that experience um, that ended up being you know friends for the rest of college.

ALI: Wow

JEFF: Yeah, so for me I think I personally struggled with um PTSD that happened one summer when an accident that happened when school was away. I was kind of battling through that depression and it was really good to have that whole community of people that were so

supportive and understanding – not that they knew exactly what I was going through but they wanted to understand.

ALI: Hm.

JEFF: So you just kind of got a lot of not only prayer but encouragement and just kind of a reason to wake up each morning and keep going and that was just um a really big event and something that I will never forget in the rest of my time in college um I think that was just one thing I was really sensitive when students were going through ha really tough time to make sure that not only myself but others could be supportive through whatever they're going through

ALI: Well I'm sorry that um I'm sorry you had to go through that.

JEFF: Yeah, it ended up being a really growing time *laughter* in my life for sure. It's not one of those things that you're like, "I'm so thankful that happened" But looking back at it now it's cool to see the growth that's come from my life.

ALI: Yeah. Hmm how has that growth been since uhh I guess since that moment?

JEFF: Yeah. I think it's been really cool and led me to have a bigger heart for people just and uhh I think that um... just having *pause* my wife's on the phone as well so getting a little bit distracted... but yeah impact it was really cool having, um having that... sorry I'm losing my

train of thought *pause* yeah so the question was, the question was how like how the growth came from that experience?

ALI: Yeah

JEFF: Yeah I think I grew a lot from it battling through depression for several months, probably like 7 or 8 months which was tough but I think I kinda learned not on myself but just support of others and just growing spiritually with the Lord and working through why this happened and what was the plan for this? You know, some of those answers you just um never really get but I guess over these years one of those reasons why this could've happened is that I've been able to minister and um really just support other people who've gone through other things that have gone through similar things like a big accident or death of a loved one um and I think that's just one of the things how kinda crazy enough how the Lord uses big things like that kinda big life defining moments to help other people. So I think that's the biggest take away from that time.

ALI: Well that's great.

JEFF: Yeah.

ALI: Um, I guess being in a...growing up in a full-time staff family uh with a family who was full-time staff and going through Cru at FSU, what was that, what was that like?

JEFF: Yeah it was such an interesting experience because you know most of the people's parents do not their parents don't work for Cru ummm so you got to get to see the inside the in and out of the organization and um my dad is the executive director for the leadership development and HR for all of Cru so you kind of hear things growing up and the day-to-day practices of the full-time staff. But students don't know all that, which is great because they don't need to *laughter*

ALI: *laughter*

JEFF: But, it, it, it was just always an interesting experience hearing just how much people liked the weekly meetings or the way we did this or that you know just having, they had a lot bigger appreciation than I did because I thought that was normal or that everyone knows that or experiences this or expects that but that's just not how it is. I think that's one of the biggest things I learned, started learning it in high school but especially in college umm was just how to appreciate the impact of this organization as the largest non-profit Christian organization in the world umm the impact it's had not only on just Florida State but also the country and the world in general. It's really just amazing to see and fun to share with others. I think in college at Florida State, I think not a lot of people knew about like the world impact it was having because we were so engulfed in our own lives so much.

ALI: Right.

JEFF: But it was really cool to kinda see anytime people would learn it, learn about it or just see how much of an impact this organization had on their lives was always, I think really cool. Um it's just something I could always take a step back and look at it differently because it wasn't something differently that I was going through for the first time in those four years, if that makes sense?

ALI: Yeah. Hm speaking of world impact did you ever go abroad on any trips or

JEFF: Yeah. I went to China back in 2006 and it was, that experience was amazing. I was in high school and went with a bunch of college students.

ALI: Okay

JEFF: And it really, I think it really changed my life and it made me a lot more independent and see different parts of the world and different culture and get to do it, you know getting to evangelize and talking to a lot of Chinese people who have never heard of the Bible or heard of anything or hearing the Gospel for the first time or never heard of Jesus. It was really cool to just um almost see like it was a blank [inaudible] to a sense which is like not having preconceived opinions good or bad about anything but just getting to show them and teach them and just like getting their feedback about it and like, "is this hard to believe" or "oh, I believe that immediately" and I still talk to actually two of the guys since I went back in 2006 and it's been eight years now and I still talk to two of them at least every month through email. Which is really cool

ALI: Wow. That sounds great it sounds like you're definitely building those relationships even worldwide.

JEFF: Yeah, absolutely.

ALI: Yeah. So beside cru were you involved with anything else on campus?

JEFF: Not necessarily student organization wise but I did a lot of intramural and things of that nature. I mean I definitely went to other like, surfing club and we all went to the beach one day but

ALI: *laughter*

JEFF: I guess I tried to have an imprint on other organizations but me personally. I was just really busy with school and work. I was just trying to work my way through school *laughter* so it was hard to have. Intramural sports were kinda my outlet of fun that I loved doing as well as going out and experiencing Tallahassee, but that was I guess the only real campus organization I was a part of.

ALI: Okay, cool. I guess on that note of academics. How do you feel cru has influenced your academics?

JEFF: Yeah I think, um I don't think it has for me personally. I mean it gave me a lot more friends in each class, which is awesome. I don't think I ever took a class that I didn't know like 5 or 6 people in.

ALI: Oh, wow.

JEFF: Umm which is, which is awesome especially undergrad when you have 250 kids in your class so I think that was always, that was fun because in college you could always work in groups or work with people or work or study with people um so like having a large community, being involved in an organization so loud and having so many friends because of that I think that definitely helped academically because you always had someone to study with and I also think that we believed as a community to always work hard in anything that we do. We always had people being held accountable. I didn't want to be making Cs and Ds in my degree. Um, yeah I think there, there are people that are really successful. I've had so many people in cru who are in med school in various parts of the country and you just get to be with some of the smartest people on campus, I always felt like. Yeah it probably pushed me a little bit further than I would have thought about, you know being involved.

ALI: Well that's good

JEFF: Yeah

ALI: I guess something else I'm curious and you may be able to help out with.

JEFF: Yeah

ALI: From your experience, um, it seems like there definitely is a lot of investment in cru when people get fully involved

JEFF: Mmhm

ALI: How does that, how does that investment kind of carry into one's personal life especially uh especially the faith aspect of it?

JEFF: Yeah. I think it has a huge impact on people's individual's lives. Um, I think part of it is obviously you wouldn't be going to individuals and how much they are willing to, for example, I disciple and mentored four guys for several years and I had 2 guys who were very actively, not necessarily they had to be involved in the ministry but they were constantly pursuing their relationship with the Lord and wanting to know more, wanting to learn more, had so many questions, questions I couldn't answer so it challenged me because I had to go look it up and figure out where I stood with it. So I think it's a definitely, there is definitely a closeness factor. I had two other guys who kind of went through the motions a lot more on stuff and they didn't really care about much more than the community aspect of cru, which is fine. And so we would meet up and I would be investing my time in their lives, and I don't think I will say that they took it for granted or anything, but I think I really loved their friendship and we're still friends and talk all the time. But there definitely is a difference. Personally for me, having someone

investing my life every year um where we're getting to meet every week or at least talk every week you know, going through or just listen or see what's going wrong and there's always something going wrong in someone's life.

ALI: Hm.

JEFF: Um so just kind of having that shoulder and support, that emotional support and then also having someone being able to give you a lot of advice was something that was really a unique experience that I would not have had in another you know, in another group. And I think that that's one of our biggest things as an organization, but as a ministry, to be pouring into individual's lives not just umm, you know having a weekly meeting. We're not a church, uhh the pair of church ministers there's not um, it's run differently. We're a lot more about the individual and their relationship with Christ then necessarily as a body of, of people.

ALI: Okay wow, I can definitely tell from you speaking that you're definitely passionate about cru and it, it's seems to have made a large impact on your life.

JEFF: Yeah.

ALI: Especially since, since, since your parents uh have been with cru for such a long time.

JEFF: Mmhm.

ALI: How does, how does... I'm sorry were you going to say something?

JEFF: Nah I was just going to say definitely, I agree with you.

ALI: Yeah. So I'm curious, since graduating from cru at FSU – what has your experience with Cru bene like?

JEFF: Yeah I think, um. Well I, when I graduated I moved back to Orlando and actually got married 7 days after I graduated

ALI: Oh wow, congratulations

JEFF: Yeah it was just crazy. It was probably a little bit more stressful; we made it more stressful than it needed to be. We could've waited an additional week and had more time
laughter

ALI: Yeah *laughter*

JEFF: Yeah so I worked at a bank for the first year and was still involved um I would go to the local high school and speak at different things and go to their camps and spoke there, led their program, and um I just felt like people invested in me so I wanted to invest back so I think high school is specifically almost forgotten about in a sense. They're like, "you know they can go through youth group or stuff" and these high school kids are constantly being bombarded by

social pressures whether it be sex, drugs, alcohol, things like that so it was really cool to be a light on their campus. Um so then about a year ago this past September, my wife and I decided to join staff with cru. Umm and we've been raising support for about a year now and that's just what you have to do you know, you have to raise your own salary um and people give you monthly gifts or annual gifts and to provide for your family and insurance and everything else.

ALI: Wow.

JEFF: Yeah so we've been doing that for about a year still raising support and when you're raising support you can't be super involved on campus but I, I still am anyway *laughter*

ALI: *laughter*

JEFF: *laughter* I just, I just really love being involved with student life. Yeah so I think that our experience with cru was such a positive thing that we wanted to give back and I think it just gave us, I mean we're not, I'm not opposed to... I would love to go to seminary one day and I would love to be an executive Pastor of a Church one day but, uh I think right now at this point in my life, I'm young. There's a big, there's a big need out there to reach students who are in high school and college and at the end of the day to have a unique perspective or opportunity to talk to them uhh but it's not too far removed from where they're currently at.

ALI: Wow, that's great, Jeff.

JEFF: Yeah.

ALI: Is it safe to say that cru has had an influence on your career choice?

JEFF: I think it has, for me personally, yes. I don't think the majority, well I know for a fact that 95% of people who that are heavily involved with cru in college aren't employed by them later on in life. Um, I think it's just one of those things. I know a lot of friends would spend a year after college on a stint – which is a short term international mission trip which is about a year and they would go to various parts of the world um and because they and because of their experience with cru and knowing that it's not a long-term commitment and knowing that a year's a really good time to spend somewhere. But yeah for me personally, I think my, that experience with cru has definitely led me to um, what I wanted to go into full-time ministry and that I want to do that first.

ALI: Okay, great. Yeah I just have a couple more questions and want to be mindful of your time.

JEFF: Yeah, absolutely.

ALI: For someone who is exploring religion or uh doesn't really have that sense of foundation what would, what would you tell them about Cru?

JEFF: Could you repeat that first part of your question?

ALI: Yeah. For someone who is exploring religion...

JEFF: Okay

ALI: Exploring faith, doesn't really have a specific religion that they've been raised with, what would you tell them about cru?

JEFF: Yeah I would tell them that cru is a really loving community that really wants people to understand not only what it is to be a Christian, but that God, that God wants to know them and love them personally so it's a safe place to go if they want to look at religion, have it explained – it's Christianity specifically

ALI: Mhm.

JEFF: Having explained to them, but also just kind of experiencing the people there. I think our greatest testimony is the lives we live and the way I can show people Christ's love and how much he loves me is through my actions on a day-to-day basis. Yeah I would tell them to, I would tell them a little bit about the ministry just to essentially talk about the main meetings, and worship and music and little bit of entertainment and a talk. But I think the biggest thing, the main thing is that there's a group of people that want to be friends with you, they wanna love you, and want to walk through life with you and I think a lot of people are always searching for uh, for a group like that.

ALI: Well thank you for that.

JEFF: Yeah.

ALI: So then I guess one final question before I open it up to you.

JEFF: Okay

ALI: What is cru's legacy in your life?

JEFF: What is cru's .. well I think cru, I mean I grew up. Because this is where my parents worked, I think um, I think people would assume that I would automatically be a strong Christian that um, was this automatic leader and um I think that's this really big pre, I think that's a wrong and almost an expectation that pastoral kids and students would have that. Like we know the answers to every question but I don't think we may always be living them out.

ALI: Hm.

JEFF: Um, and I think cru in high school and college has taught me how to, how to love myself, love other people, um love Christ, love God, and um no matter if I'm working at a full-time ministry or working at a bank or paper company or wherever I made it, that I want to show people that same love. That's kind of the legacy for me.

ALI: Thank you so much for sharing that, Jeff, I really appreciate it.

JEFF: Yeah

ALI: At this time, is there anything else that you'd like to share that uh maybe I didn't get a chance to ask you that you feel would be kind of important to kind of use to uh share your experience and uh share your story uh for the research that I'm doing?

JEFF: Yeah, um I mean I think you've really covered it really well and I really appreciated and enjoyed all the questions, by the way.

ALI: I appreciate it.

JEFF: It was great.

ALI: Definitely. Well, well thank you again for your time and taking the opportunity to have this phone conversation with me and I've really enjoyed it a lot and I've learned some inishgt on cru that I previously didn't have

JEFF: Nice

ALI: And it's been really helpful

JEFF: Great

ALI: If you have any additional questions, or anything you want to follow-up with uh you have my number and you also have my email address, feel free to contact me at anytime.

JEFF: Absolutely.

ALI: So I want to uh explain the deed of gift again

JEFF: Okay.

ALI: So at this time, if you feel you're ready, feel free to go ahead and sign that to me and once you're finished you can go ahead and send that to me via email or mail.

JEFF: Okay

ALI: So again the deed of gift will allow me to use the contents of this nterview for my research and allow my professor to have access to it as well. So again if you feel, if you feel that there's anything specific you want to leave out, feel free to make a note of that as well.

JEFF: Absolutely. Okay yeah I will send that to you as soon as we get home tonight so you can keep moving on with the process *laughter*

ALI: Alright, well again I appreciate it, Jeff. Thank you, thank you again.

JEFF: And I would love to hang out next time I'm in Tallahassee and get to meet you.

ALI: Yeah I'll be here for two years and I'm always looking forward to meeting new people.

JEFF: Awesome, okay we'll make a plan for it and it was good talking to you, we'll talk soon.

ALI: You too, Jeff, take care. Bye, bye.

Appendix D

Interview Transcript 3

INTERVIEW TRANSCRIPT #3: 10+ YEAR ALUM – JOSH HINKLE

- Total time recording: 29 minutes and 2 seconds
- Interviewee Josh Hinkle, conducted on Sunday, November 9

ALI: Okay Josh, again my name is Ali Raza and I am a first year master student at Florida State University and the purpose of this interview is to kind of have a conversation with you about Cru and your experiences at Florida State University. Again, I want to thank you for taking the time out of your day to kind of chat with me and talk about your experiences, um. Just to confirm, you received the informed consent and deed of gift in the email?

JOSH: Yes, I did. Um, and if it's okay our printer unfortunately is down so I can print those tomorrow when I get to work, fill them out, and scan them back to you.

ALI: Okay, yeah, that's fantastic – that works. For the purpose of the recording, I will explain the informed consent and deed of gift again. The informed consent will allow me to proceed with the interview and kind of explain the oral history and study is. The deed of gift will allow me to use the contents of the interview for the purpose of the research study to incorporate that into the paper.

JOSH: Okay.

ALI: if at any time there is anything we talk about that you want to leave out or that you would rather me not use in the paper, feel free to write that down in the deed of gift and I will be sure to honor that and make sure we are on the same page.

JOSH: Sure thing, sounds good.

ALI: Alright – thanks again, Josh. At this time, could you state your name, age, year you graduated from Florida State University, and what you majored in?

JOSH: Yep – my name is Josh Hinkle, my age is 34. I graduated from FSU December of 2002 and um, my major, I got my degree in Exercise Science.

ALI: Yeah, it's been 12 years, has that gone by pretty fast?

JOSH: Hahahaha [laughter] Yeah, too fast man. It's weird to think that it's been that long, actually kind of depressing.

ALI: Ah man, well I'm sure you're doing great things in life right now.

JOSH: I'd like to think so [laughter]

ALI: Definitely. So let's talk a little bit about Cru. How did you get involved with Cru at FSU?

JOSH: I came up to FSU my sophomore year; my freshman year I went to University of Tampa and transferred up. One of my best friends from high school, this guy named Brian, was also my roommate when I came to FSU. He was really involved with Cru and actually at the time, it was Campus Crusade for Christ and they actually changed the name formally. He was really involved with Cru and naturally being my roommate and not knowing too many people, he invited me out to some, uh, some social gatherings and kind of that first couple weeks of school. That was my first exposure and experience with Cru.

ALI: Okay, what kind of made you stick around with Cru?

JOSH: I would say, one thing at the time was the community. Right away, people I met were some great people – guys and girls – and uh, we just all desired to have some kind of community and there was an initial aspect of that for me. As far as the faith goes, my personal faith at the time I was still searching that out and figure that out and didn't really grow up in the Church. I was still trying to figure that out, I guess, and the other element was that I knew there were people there who were my age that seemed very genuine and authentic in their Christian faith so I definitely wanted to be around them and know more about them.

ALI: Well, thank you for that. One thing you mentioned was your personal faith and that you were exploring as well. Could you kind of talk about that and what that kind of looked like before you came to college?

JOSH: Yeah, as I mentioned I didn't really grow up in the Church and didn't really have a youth group or anything like that. I didn't really have any kind of exposure in the Christian religion. If someone were to ask me if I were Christian, I would have said yes because that is more of a cultural answer because my family was "Christian" and I am American so that would make me Christian.

ALI: Right.

JOSH: I really didn't have any kind of understanding what that meant. When I came to college, well when I came to FSU, I had already spent a year in Tampa. I was your average college student. Um, you know, I wanted to do well in school and having fun, partying a little bit, you know? Looking for ladies and kind of your average Joe, I guess you would say. There was a part of me that was definitely, through some close friends in high school who were Christians, had begun well before I went to FSU began that searching out process and what does this mean or what does this mean to me as a 19 year old. I think that was, that was where I was at coming up to Florida State.

ALI: Okay great, thank you for that. Whenever you joined Cru you mentioned you enjoyed the community and had good friendships and whatnot. Could you tell me a little bit about your participation with Cru?

JOSH: Yeah, initially my first real exposures with Cru was tagging along with my buddy Brian, like I mentioned and just going out to social gatherings and get-togethers. There was freshman

week like before the semester started which included gatherings, cook-outs, and just social get-togethers. My roommate led a Bible Study in one of the dorms and he invited me to come to that when the semester started and so I started going to that. I started joining him and ten other students on a weekly basis and just kind of study the Bible. I think that was when I really started to become really interested in what this means for me and who is Jesus and what this meant for me personally. From there, it just kind of grew and I went to a spring break Mission Trip in New York City um, my sophomore year. We worked with an organization called [inaudible] um, which we spent a lot of time with in inner-city youth in New York City. I would say it was actually in that trip where I made a commitment and a profession of faith for Jesus Christ. Um, after that point I was still very involved with Cru throughout the rest of my time in college. Um, I actually started leading some Bible Studies as well and went to other conferences and events um, that Cru put on. Eventually when I graduated, I actually ended up joining staff on Cru

ALI: Oh wow, that's great. Definitely sounds like you had an invested experience with Cru

JOSH: Yeah, you can say that [laughter]

ALI: Yeah, yeah. That sounds great. You mentioned a spring break mission trip in New York City where you sounded like you really committed to Christianity and kind of professed your faith. Were there any other events or defining moments where you look back to and said 'you know what, this was a turning point in my exploration' or 'this was a defining moment for me'?

JOSH: You know, I would say that leading up to that point it was just continually going to Bible Study and at that point it was really the point where I made it to read the Bible on my own for the first time in my life. Um, and which really made me explore that and the continual conversations and relationship that I developed with the fellow students who you know some who had grown up in the Church and some people I met were in the same kind of boat as me. We kind of explored and searched together and day-in-day out on a weekly basis, um, there was a lot leading up to that so it wasn't just that single event. Granted, that week-long mission trip in New York City was a defining moment for me and a big deal for me but there was also a lot leading up to that. I would say looking back on it, um, I truly believe that uh, be cliché for a second, but I can see God's fingerprints in all that I was doing and leading me and opening up my eyes to see the truth of the Gospel.

ALI: Wow, definitely. Thank you. When being involved with Cru, did you, did you get a chance to explore other organizations on campus or was Cru your primary form of involvement?

JOSH: Um, I would say it was definitely the place where I spent the most time as far as on-campus goes but I was also involved with a local Church. Hm, I was thinking about when I really ended up going there but I became a member of Four Oaks Church in Tallahassee, but that may have been later on down the road when I was in college. Um, so as far as on campus specifically, there were things I was involved with my major in Exercise Sciences but time wise, I definitely spent most of my time with Cru

ALI: Okay, great. Do you feel your engagement with Cru had an impact on your academics?

JOSH: Hm, that's a good question. I mean I think, I'm not sure if it really had an impact one way or another. If I hadn't been in Cru then I mean, I don't know academically it would have really been much of a different experience for me. You know, I think I was a pretty decent student academically. There was definitely some time where I didn't really spend on academics where I probably should have but I think that is more of a general college student facing distractions more than anything.

ALI: I, I can definitely understand that and feel that. There are a lot of distractions out there.

JOSH: [laughter] for sure

ALI: So you were pretty involved with Cru, got involved with a church in the community, and you seemed on top of everything academically. Is there anything you would describe your legacy as with Cru?

JOSH: You know, my legacy. Hmm, I would say that as a student, I had some great experiences and some great friendships and relationships – really just some unique experiences. I feel looking back on it, at the time I didn't realize how privileged I was to go to New York City, Philadelphia, inner city youth and other areas, and I actually when to New York City twice and I went to Jamaica and Barbados and there were numerous times where I had the experience and opportunity to travel and experience other culture. I just had some very unique experiences that I got from being involved with Cru. Throughout those experiences, you know, possibly God used

those as an impact for me to have on the folks I came into contact with. It definitely had an impact on me. And so after I graduated, I spent 5 years on staff full-time with Cru. You know, I really got to mentor and kind of disciple a lot of college guys in that time and you know, go on mission trips and whatnot. As far as legacy goes, I just remember Scott Perdue who was a freshman when I was older and he was leading some Bible Study and doing things like that. Now, Scott is on full-time staff so that's great. I mean, there are definitely other people that are not fully involved with Cru after their time on campus and a lot of them are out living their life, married, and I would think that their time was an impactful time for them and they are living out their faith in a genuine way and loving people.

ALI: I appreciate you sharing that. How would you describe your relationship with Christ after, after experiencing Cru?

JOSH: I mean, there's no doubt that God used Cru as a way to really point me towards my faith in Christ, and really my initial growing and understanding the Gospel. You know, Jesus loves and gave his life to us and there's no doubt that that was just such an impactful and some of the greatest years of my life, honestly. Now, moving on from that I am married, I have a daughter, we live in Orlando and we are very involved in a Church here. I lead Bible Studies, not with college students anymore, but I think it's continued on and I think I still have issues and am still a sinner but God creates his vision for me every day And I still hold on to the central foundations of my Christian faith. I can say for sure that I learned and heard the foundations of my faith at Cru.

ALI: Wow – that’s great to hear. Thank you for sharing that. It sounds like Cru has had a large impact on your life. Do you feel like it has influenced your career goals upon graduation? You mentioned you went on to be on staff for 5 years after you graduated.

JOSH: I mean, I definitely would not have gone on to be on staff of Cru if I hadn’t been involved as a student. Even that in itself was a crazy decision and commitment. When I made that initial decision to go on staff with Cru, you know, I guess you could say that a lot of my family was not really on board with that decision and um, kind of thought I was wasting my degree. You know, um, I wouldn’t trade those years or my experience for anything – it was such an amazing experience. You know, I am no longer in full-time vocational ministry but I am an insurance agent. I love what I do now but I also want people to know that ministry is not a job it is a way of life. I have learned that through the years and just because I am not getting a paycheck as a Campus minister or pastor, it is still my life goal to love other people around me as Christ loved them, and serve in my Church, and do those things. I think a lot of that I learned all those things through Cru. Um, so, everything I do now, you know as far as being a husband, being a father, being an insurance agent, I want to honor God through all those things and I want to make Christ central in life. You know, I fail and sin every day, but a lot of that foundational truth, you know, was instilled in me through these very important developmental years through Cru.

ALI: Wow, thanks for sharing that. I really like when you said that ‘ministry is not a job, ministry is life’ – that was pretty powerful right there.

JOSH: Yeah, it's um. Unfortunately, I think in our culture a lot of people think ministry is only done by pastors and clergy, you know, but that was something I try to describe to do.

ALI: Definitely. Those are all the questions I have for you but is there anything else that you would like to share with me that I did not get a chance to ask to kind of share your story so that I could be able to best represent you in the study?

JOSH: Yeah, I mean, I think we hit on a lot of it. There are a lot of great campus ministries out there but I wouldn't trade my years and experience in Cru for anything. I met my wife through Cru as well and I am so thankful for that as well. I think that, uh, I think there's a lot of avenues that God is out there and to draw upon self. I think for me, personally, the biggest thing was learning the difference between religion and relationship. I think for a long time being a Christian was going to Church on a Sunday and you do x, y, and z and then you're a Christian. But, through Cru and through my exploration of Christianity, I've learned that it's not what we do for God but what you've done for us and what you've done for us through Jesus Christ. I truly believe – and I have read a lot on this matter – I really believe that that is what sets Christian apart from any other religion in the world. Pretty much any other religion that you look at asks, 'what does man have to do to get to God?' and Christianity says, 'this is what God has done to give man Jesus Christ'

ALI: Wow

JOSH: So that for me, was some of the most impactful stuff that God brought to me and there is nothing I can do to gain his love or favor, um, but it's only what Jesus Christ has done through, um, for me, so if that all makes sense. If I were to share my story with anyone, that is what I would want people to walk away with is that I just want people to know that it's about a relationship and not about religion.

ALI: That's definitely powerful, Josh, I really appreciate you sharing that.

JOSH: Yeah, no problem. My pleasure.

ALI: That's all that I have; thank you again for taking your time to interview with me and hopefully it brought back some good memories and was a nice blast from the past.

JOSH: [laughter] oh, most definitely

ALI: If you have any follow up questions for me, feel free to text, call, or email me. If there is anything else that I may need from you, I may follow-up with you.

JOSH: Absolutely, thanks.

ALI: Again, one last time; the Deed of Gift is there to allow me to use the contents of the interview and so if there is anything you want to leave out, let me know and I will be sure to honor that.

JOSH: No problem at all, everything sounded great from the interview. I will have those signed and printed out for you. When do you have to have the project done?

ALI: The project is due next Sunday.

JOSH: Okay, wow, well best of luck to you on that. And you said you were doing some searching yourself?

ALI: Thank you for that; yessir

JOSH: Seek and you will find, I believe.

ALI: Will do, thanks for that.

JOSH: Absolutely, Ali, thanks for the interview and talk to you soon.

ALI: Thanks again, have a great rest of your Sunday

Appendix E

Informed Consents and Deeds of Gift

City Tallahassee Study # CRU
 State, County FL Leon
 Date 10/17/14

Florida State University Educational Leadership & Policy Studies

SDS 5624 Oral History Project Informed Consent

1. You are being asked to participate in an interview in connection with the oral history research project known as "American College Student Oral History Project". Your participation is voluntary. You will be asked about your experiences (memories, influences, expectations, etc.) as a student at Florida State University.
2. The interview will be audiotaped or video-recorded. In the interview you may be identified by name, subject to your consent. You may also be identified by name in any transcript (whether verbatim or edited) of such interview, subject to your consent. If you choose to remain anonymous, the recording(s) of your interview will be closed to use, and your name will not appear in the transcript or in reference to any material contained in the interview. If you choose to remain anonymous, your interview will only be identified by an internal tracking number, which results in a minimal risk of loss of confidentiality.
3. The interview will take approximately 30 minutes – 1 hour, and you can withdraw from the project without penalty. In the event that you withdraw from the interview, any recording made of the interview will be either given to you or destroyed, and no transcript will be made of the interview. A photograph of you may be taken or borrowed for duplication. If you withdraw from the project, the photograph will be given to you. You will receive no payment for participation in this research, but you will receive a copy of the digital recording and an electronic copy of the transcript for your records.
4. Upon completion of the interview, the digital recording and content of the interview belong to the researcher, and can be used by the researcher in any manner it will determine, including, but not limited to, use by researchers in presentations and publications. The deed of gift grants you an unrestricted license to use the interview in any manner you choose.
5. The researcher agrees that: (i) it will not use or exercise any of its rights to the information in the interview prior to the signing of the deed of gift, (ii) the deed of gift will be submitted to you for your signature at the completion of the interview; and (iii) restrictions on the use of the interview can be placed in the informed consent and be accepted as amending the researcher's rights to the content of the interview. You have the right to review the digital recording or transcript of the interview before you sign the deed of gift.
6. Any restrictions as to use of portions of the interview indicated by you will be edited out of the final copy of the transcript.
7. At the conclusion of this particular study and upon signing the deed of gift, the digital recording(s), photograph, and one copy of the transcript will be deposited in the Florida State University Archive at Florida State University. If you indicate your permission on the deed of gift, a copy may also be provided to the organization that is the focus of your oral history interview for educational and research purposes.
8. If you have questions about the research project or procedures, you can contact Dr. Bradley Cox, Assistant Professor of Higher Education, at bcox2@fsu.edu or by phone at 850-644-6446. If you have questions about your rights as a research participant or wish to discuss problems, complaints or concerns about the research study, or to obtain information, or offer input, contact the FSU Human Subjects Office at 850-644-8633.

In consideration of all of the above, I give my consent to participate in this research study. I will be given a copy of this informed consent to keep for my records.

AM ☒

I agree to be identified by name in any transcript or reference to any information contained in this interview.
 I wish to remain anonymous in any transcript or reference to any information contained in this interview. I wish to have the digital recording(s) containing my interview closed to use. I wish to have my transcript only identified by an internal tracking number.

Subject's Signature: Alex Montalvo Date: 10/17/14
 Subject's Address 3188 Stadium Drive Tallahassee, FL 32304
 Subject's Phone number (305) 725-2462
 Signature of Person Obtaining Consent Ali Glick Date: 10/17/14

City Tallahassee Study # CRU
 State, County FL, Leon
 Date 10/17/14

Florida State University Educational Leadership & Policy Studies

SDS 5624 Oral History Project Deed of Gift

- (a) I, Alex Montalvo, hereby give to Florida State University for scholarly and educational use the recordings of interview(s) conducted with me on 10/17/14, and I grant to Florida State University all of the rights I possess in those recordings, including all intellectual property rights.
- (b) I understand that Florida State University grants me a nonexclusive license to make and to authorize others to make any use I wish of the content of those recordings, and that Florida State University will, at my request, make available to me a copy of those recordings for such use.
- (c) If I wish to remain anonymous in any portion of the interview or reference to any information contained in this interview, I will specify this restriction in paragraph (c) below.
- (d) The foregoing gift and grant of rights is subject to the following restrictions:

Instead of saying Alex went on a mission
trip with CRU to China, SE, "East Asia"

This agreement may be revised or amended by mutual consent of the parties undersigned.

Accepted by:

Chris Geyer Date 10/17/14

Interviewer—Florida State University

Alex Montalvo Date 10/17/14

Interviewee signature

318 B Stadium Drive Tallahassee, FL 32304, (305) 725-2462

Interviewee address and telephone number

Study # CRU
 City Tallahassee
 State, County FL, USA
 Date 11/1/14

Florida State University Educational Leadership & Policy Studies

SDS 5624 Oral History Project Informed Consent

1. You are being asked to participate in an interview in connection with the oral history research project known as "American College Student Oral History Project". Your participation is voluntary. You will be asked about your experiences (memories, influences, expectations, etc.) as a student at Florida State University.
2. The interview will be audiotaped or video-recorded. In the interview you may be identified by name, subject to your consent. You may also be identified by name in any transcript (whether verbatim or edited) of such interview, subject to your consent. If you choose to remain anonymous, the recording(s) of your interview will be closed to use, and your name will not appear in the transcript or in reference to any material contained in the interview. If you choose to remain anonymous, your interview will only be identified by an internal tracking number, which results in a minimal risk of loss of confidentiality.
3. The interview will take approximately 30 minutes – 1 hour, and you can withdraw from the project without penalty. In the event that you withdraw from the interview, any recording made of the interview will be either given to you or destroyed, and no transcript will be made of the interview. A photograph of you may be taken or borrowed for duplication. If you withdraw from the project, the photograph will be given to you. You will receive no payment for participation in this research, but you will receive a copy of the digital recording and an electronic copy of the transcript for your records.
4. Upon completion of the interview, the digital recording and content of the interview belong to the researcher, and can be used by the researcher in any manner it will determine, including, but not limited to, use by researchers in presentations and publications. The deed of gift grants you an unrestricted license to use the interview in any manner you choose.
5. The researcher agrees that: (i) it will not use or exercise any of its rights to the information in the interview prior to the signing of the deed of gift, (ii) the deed of gift will be submitted to you for your signature at the completion of the interview; and (iii) restrictions on the use of the interview can be placed in the informed consent and be accepted as amending the researcher's rights to the content of the interview. You have the right to review the digital recording or transcript of the interview before you sign the deed of gift.
6. Any restrictions as to use of portions of the interview indicated by you will be edited out of the final copy of the transcript.
7. At the conclusion of this particular study and upon signing the deed of gift, the digital recording(s), photograph, and one copy of the transcript will be deposited in the Florida State University Archive at Florida State University. If you indicate your permission on the deed of gift, a copy may also be provided to the organization that is the focus of your oral history interview for educational and research purposes.
8. If you have questions about the research project or procedures, you can contact Dr. Bradley Cox, Assistant Professor of Higher Education, at bcox2@fsu.edu or by phone at 850-644-6446. If you have questions about your rights as a research participant or wish to discuss problems, complaints or concerns about the research study, or to obtain information, or offer input, contact the FSU Human Subjects Office at 850-644-8633.

In consideration of all of the above, I give my consent to participate in this research study. I will be given a copy of this informed consent to keep for my records.

☒ I agree to be identified by name in any transcript or reference to any information contained in this interview.
☒ I wish to remain anonymous in any transcript or reference to any information contained in this interview. I wish to have the digital recording(s) containing my interview closed to use. I wish to have my transcript only identified by an internal tracking number.

Subject's Signature: [Signature] Date: 11/1/2014
 Subject's Address: 857 Levee Court Dr. Orlando, FL 32828
 Subject's Phone number: (407) 496-6451
 Signature of Person Obtaining Consent: [Signature] Date: 11/1/14

Modified on 8/25/2014 from the Indiana University Center for the Study of History and Memory

Study # CRU
 City Tallahassee
 State, County FL, USA
 Date 11/1/14

Florida State University Educational Leadership & Policy Studies

SDS 5624 Oral History Project Deed of Gift

- (a) I, Jeffrey Rutter, hereby give to Florida State University for scholarly and educational use the recordings of interview(s) conducted with me on 10/23/14, and I grant to Florida State University all of the rights I possess in those recordings, including all intellectual property rights.
- (b) I understand that Florida State University grants me a nonexclusive license to make and to authorize others to make any use I wish of the content of those recordings, and that Florida State University will, at my request, make available to me a copy of those recordings for such use.
- (c) If I wish to remain anonymous in any portion of the interview or reference to any information contained in this interview, I will specify this restriction in paragraph (c) below.
- (d) The foregoing gift and grant of rights is subject to the following restrictions:

This agreement may be revised or amended by mutual consent of the parties undersigned.

Accepted by:

Chris Chyn Date 11/1/14
 Interviewer—Florida State University

Jeffrey Rutter Date 11/1/2014
 Interviewee signature

857 Laurelwood Dr. Orlando, FL 32828 (407) 496-6951
 Interviewee address and telephone number

Study # CRU
 City Tallahassee
 State, County FL, USA
 Date 11/10/14

Florida State University Educational Leadership & Policy Studies

SDS 5624 Oral History Project Informed Consent

1. You are being asked to participate in an interview in connection with the oral history research project known as "American College Student Oral History Project". Your participation is voluntary. You will be asked about your experiences (memories, influences, expectations, etc.) as a student at Florida State University.
2. The interview will be audiotaped or video-recorded. In the interview you may be identified by name, subject to your consent. You may also be identified by name in any transcript (whether verbatim or edited) of such interview, subject to your consent. If you choose to remain anonymous, the recording(s) of your interview will be closed to use, and your name will not appear in the transcript or in reference to any material contained in the interview. If you choose to remain anonymous, your interview will only be identified by an internal tracking number, which results in a minimal risk of loss of confidentiality.
3. The interview will take approximately 30 minutes – 1 hour, and you can withdraw from the project without penalty. In the event that you withdraw from the interview, any recording made of the interview will be either given to you or destroyed, and no transcript will be made of the interview. A photograph of you may be taken or borrowed for duplication. If you withdraw from the project, the photograph will be given to you. You will receive no payment for participation in this research, but you will receive a copy of the digital recording and an electronic copy of the transcript for your records.
4. Upon completion of the interview, the digital recording and content of the interview belong to the researcher, and can be used by the researcher in any manner it will determine, including, but not limited to, use by researchers in presentations and publications. The deed of gift grants you an unrestricted license to use the interview in any manner you choose.
5. The researcher agrees that: (i) it will not use or exercise any of its rights to the information in the interview prior to the signing of the deed of gift, (ii) the deed of gift will be submitted to you for your signature at the completion of the interview; and (iii) restrictions on the use of the interview can be placed in the informed consent and be accepted as amending the researcher's rights to the content of the interview. You have the right to review the digital recording or transcript of the interview before you sign the deed of gift.
6. Any restrictions as to use of portions of the interview indicated by you will be edited out of the final copy of the transcript.
7. At the conclusion of this particular study and upon signing the deed of gift, the digital recording(s), photograph, and one copy of the transcript will be deposited in the Florida State University Archive at Florida State University. If you indicate your permission on the deed of gift, a copy may also be provided to the organization that is the focus of your oral history interview for educational and research purposes.
8. If you have questions about the research project or procedures, you can contact Dr. Bradley Cox, Assistant Professor of Higher Education, at bcox2@fsu.edu or by phone at 850-644-6446. If you have questions about your rights as a research participant or wish to discuss problems, complaints or concerns about the research study, or to obtain information, or offer input, contact the FSU Human Subjects Office at 850-644-8633.

In consideration of all of the above, I give my consent to participate in this research study. I will be given a copy of this informed consent to keep for my records.

☒ I agree to be identified by name in any transcript or reference to any information contained in this interview.
☐ I wish to remain anonymous in any transcript or reference to any information contained in this interview. I wish to have the digital recording(s) containing my interview closed to use. I wish to have my transcript only identified by an internal tracking number.

Subject's Signature: [Signature] Date: 11/10/14
 Subject's Address 3654 W. Craker Road Ct / Casselberry FL 32907
 Subject's Phone number 850-339-5435
 Signature of Person Obtaining Consent [Signature] Date: 11/10/14

Study # CRU
 City Tallahassee, FL
 State, County FL, USA
 Date 11/10/14

Florida State University Educational Leadership & Policy Studies

SDS 5624 Oral History Project Deed of Gift

- (a) I, JOSH HINKLE, hereby give to Florida State University for scholarly and educational use the recordings of interview(s) conducted with me on 11/9/14, and I grant to Florida State University all of the rights I possess in those recordings, including all intellectual property rights.
- (b) I understand that Florida State University grants me a nonexclusive license to make and to authorize others to make any use I wish of the content of those recordings, and that Florida State University will, at my request, make available to me a copy of those recordings for such use.
- (c) If I wish to remain anonymous in any portion of the interview or reference to any information contained in this interview, I will specify this restriction in paragraph (c) below.
- (d) The foregoing gift and grant of rights is subject to the following restrictions:

N/A

This agreement may be revised or amended by mutual consent of the parties undersigned.

Accepted by:

[Signature] Date 11/10/14
 Interviewer—Florida State University

[Signature] Date 11/10/14
 Interviewee signature

3654 W CREEKS BEND CT / CASSELBERRY, FL 32707 850-389-5415
 Interviewee address and telephone number

Appendix F

Additional Supporting Documents

Coding Mechanisms: ThemesInterview #1 – Alex Montalvo (Current Student)

- Community – 19
- (Sense of) Belonging – 7
- Outreach – 1
- Growth – 3
- Fun – 2
- Leadership – 5
- Awareness – 1
- Reflection – 1
- Faith – 3
- Family – 5
- Lifestyle/Life Change – 2
- Christ/Christianity (Other) – 9
- Relationship (Other) – 5
- Relationship with Christ – 18
- Sin – 4
- Turning Point – 2
- Bible Verse – 3
- Personal Development – 3
- Influence – 1
- Grace – 1
- Imperfect/Imperfection – 3
- Buy-In – 2
- Perception of People – 1
- Unity – 1
- Cru – 4
- Worthy – 3
- Self – 5
- Humility – 1
- Pride – 2
- Powerful Pause & Moment – 1
- Compassion – 2
- Trust in God – 1
- Personal Satisfaction – 1
- Personal Issues – 1
- Career/Career Goals – 6
- Seminary – 2
- Academic Impact – 5
- Engagement – 4
- Time Management – 2
- Gospel/Spread Gospel – 9
- China/Mission Trip – 6
- Motives – 1
- Defining/Favorite Moment – 3
- Emotional – 1
- Dramatic Pause – 1
- Surprise Birthday Party – 1
- Transformational – 1

Limited research exists for
faith-based org
But... ample research
exists in context of
student engagement

Context:

→ more activities, services, events
→ Combine sentences + don't
necessarily have female identity
(add compare)

– Matt connected me
w/ current student
(clarify process)

– Methods

- Do not need to add
- Add interview process

→ Participants

– Challenges in Methodology
add

Paper

Past tense / Why would reader/stakeholder care the
go into narrative researcher
*Go ahead + do first-person

Framework
- lens +

Lit Review = Paper trail
+ building block
Break them apart
Mention 5
James Fowler

Framework
- Explain theoretical/conceptual (lens)
- Have 2 separate areas
- Guiding framework is going to help your coding

Interview #2 - Jeff Rutter (Recent Alumni)

- Friendship - 5
- Community - 27
- Engaged/Engagement - 15
- Mentor/Mentorship - 10
- Family - 8 (12)
- Faith - 2
- Cru - 22
- Sense of Belonging - 8
- Impact - 11
- Christ/God/Christianity - 7 (28)
- College - 6
- Growth - 6
- Discovery - 1
- Expectations - 3
- Leadership - 5
- Investment - 6
- Challenge(s) - 3
- Gospel - 3
- Collaboration - 1
- Development - 2
- Compassion - 3
- Support - 3
- Resiliency - 1
- Critical Event - 1
- Outreach - 2
- China / Mission Trip - 5
- Academic Achievement - 3
- Accountability - 1
- Giving Back - 2
- Career - 2
- Seminary - 2

add →

B + R emphasize opportunity for engagement

Check sentence w/ "involved/ involvement" sentence

Have limitations to end of methodology

Develop themes a little bit more
Contextualize the sub-themes
explain what it means
Relationships - Christ
Family
Personal
organizational
family
Awareness

Values

Challenges - sin / temptation
personal challenges
purpose

Explicit framework
+ how it applies

Oral History Interview QuestionsThe Beginning

- Introduce myself and purpose of the interview
- Thank participant for taking time out of their day to meet
- Seek verbal (re)confirmation on signing of consent
- Describe process of interview, think of it as a conversation
- Inform participant of the difference between consent form and deed of gift
- Ask interviewee to state name, age, and year at/out of FSU

Apologize/Be straight up
w/ interviewee, let them know
you're finding out/this is your
first time.

1. How and why did you get involved with CRU at Florida State University? Univ. of Tampa in 1st year
2. Why did you pursue a position of leadership within CRU? - transfer to FSU in 2nd year
3. How did your background influence your participation in CRU?
4. Can you tell me about your experience with CRU at Florida State University?
5. Would you describe your involvement with CRU as being significant? Why?
6. Would you recommend CRU to people on a large public institution? Why?
7. Does your involvement with CRU influence your academics? In what ways?
8. How does CRU influence involvement with other organizations on/off campus? How about your lifestyle? In what ways?
9. What else are you involved with outside of CRU?
10. How do you feel your involvement with CRU prepared you for life after college?
11. Will you remain involved with CRU after graduation? In what ways?

"Ministry is not
a job, ministry is
life" - Josh

Religion vs. Relationship
* Not what you do
for God but what you've
done for us
Met wife through CRU
CRU = impactful

The Conclusion

- Thank participant again for taking their time to interview
- Inform them about any follow-up questions and let them know they can contact me and/or I may email them if I need anything else
- Explain the Deed of Gift again and its importance
- Offer them a copy of the finished work once complete

Start full-time
for 5 years
Privileges
- NYC #2
- Philly
- Atlanta
- Dallas / 18 cities
- Four Oaks Church

Stick around when
= Community
Personal Faith
- Didn't grow
up in Church
- No exposure

Close friends
+ high school friends
were Christians

Buddy Brian (influence)
- Bible study
- Social events

Lead Bible
study/very
involved
really started
becoming interested
w/ faith
(read Bible
for first time
in life in
college)

Not looking
up to them
Spring Break
Mission Trip in NYC [commitment]