



## Church Internship Ministry

### Defining the Terms

*Pastoral Ministry.* A pastor is a man who is a servant of Jesus Christ, His Gospel and His Church. A pastor cares for the Church chiefly through the ministry of the Word and the ministry of prayer, exercising Biblical care and leadership which has been revealed and passed down from the Scriptures.

*Vocational Ministry.* Any individual who desires to serve in a particular area of the local Church.

*Long-Term Missions.* Any individual who desires to spend considerable portions of his/her life seeing Christ be made known, as well as Christ's Church established, in places outside his/her local context.

### Mission Statement

To see God develop men aspiring to pastoral ministry in the local Church, as well as men and women aspiring to long-term mission work or vocational service in the local Church around the world.

### Ministry Description

#### The Purpose

West Cohasset Chapel (WCC) is a Bible-based, evangelical, non-denominational Church in Northern Minnesota which has taken on, as a ministry endeavor, the planting of like-minded Churches in needed locations. Because of this, we see the need to develop individuals in three distinct areas of ministry: pastoral ministry, long-term mission work and vocational service. Each of these is in specific service to the local Church.

It is equally our objective to assist the local Church around the world in developing men and women for ministry wherever God may place them.

#### The Aim

WCC's aim is two-fold. First, to see men and women gain further clarity and competence in full-time ministry by means of a focused attention in five areas:

*Character:* Establishing a godly discipline of Bible study and prayer so that one's deepening walk with Jesus Christ will nurture and grow faithfulness in ministry.

*Certainties:* Developing a deeper understanding of the sufficiency of Scripture, the centrality of the cross in everything and the purpose of the Church.

*Capability:* Watching and performing duties in a broad range of ministries in order to see a growing level of competence.

*Call:* Affirming the call of God for full-time Christian service in the intern's life and also assessing their spiritual, ministerial, educational and personal development.

*Culture:* Developing an understanding for WCC culture and what it means to develop a Christ-centered culture in a Church.

WCC's second aim is to see God establish men for pastoral ministry in the local Church.

#### The Ideal Candidate for Pastoral Ministry

Our ideal candidates for pastoral ministry are men graduating from an undergraduate and/or graduate school program and/or those who have a sound theological grasp of the Scriptures, both of whom believe and are seeking to determine that full-time public ministry is in their future.

#### The Ideal Candidate for Long-Term Mission Work or Vocational Service

Our ideal candidates for long-term mission work or vocational service are men or women who believe that full-time ministry is in their future.

Our ideal candidates for pastoral ministry, long-term mission work or vocational service will apportion the WCC Internship Ministry team to be part of the confirmation of their calling.

#### The Specifics

The interested candidate can apply online or call the WCC office for an application.

The internship offers opportunities to practice Biblical teaching in many different ministry settings, observe and assist in the leadership of various ministries, and participate in staff meetings, general Church functions and more.

The internship provides up to one year of practical experience and guidance for men who are discerning God's calling in their lives in the context of pastoral ministry in the local Church. The internship also provides up to four months of practical experience and guidance for long-term mission work and vocational candidates who are discerning God's calling in their lives in the context of the local Church.

The internship will consist of 40 hours per week for pastoral interns. The internship will consist of 20 hours per week for long-term mission work and vocational service interns.

Compensation will include a bi-monthly stipend for pastoral candidates. This compensation will be based from the midpoint of step zero from the WCC non-pastoral hourly wage chart in accordance with current pay scale.

There will also be a bi-monthly stipend for the long-term mission work and vocational service candidates. This compensation will also be based from the midpoint of step zero from the WCC non-pastoral hourly wage chart.

All interns will receive their compensation on the 15<sup>th</sup> and 30<sup>th</sup> of each month via direct deposit in keeping with our current church practices.

The internship process will be deemed incomplete until the full program has been completed.

Either WCC or the intern may terminate the internship at their discretion.

At this time, WCC will offer one pastoral internship a year and up to two long-term mission work/vocational service internships a year.

### **Ministry Team**

The ministry team will be the Elder Board.

### **Accountability**

The approval of candidates and the overseeing of internships will be by the Elder Board, in keeping with the established patterns and principles.

### **Patterns and Principles**

#### The Biblical Basis

What we find in the ministry of our Lord Jesus Christ, with His disciples, is a simple yet effective God-given pattern for establishing individuals for ministry.

*Considering His disciples:*

Jesus selected them. (Luke 6:13)

Jesus showed them, by way of His practice of being with them, how they ought to conduct themselves. (Matthew 9:9, Mark 2:14, Luke 5:27, John 13:15)

Jesus poured into them His very life. (John 17:12, 22)

Jesus imparted to them the message they were to declare on His behalf. (Luke 24:45-48)

Jesus sent them out to minister and preach His message in increments. The disciples watched Jesus for a third of His earthly ministry before they actually went out on their own. (Mark 6b-8a, Matthew 10:1, 5a)

Jesus assessed the ministry that they were sent out to do. (Mark 6:30, Luke 9:10)

Jesus commissioned them as disciples and stewards of the Gospel. (Matthew 28:18-20, Luke 24:48, John 17:18)

*The Apostles Paul's example is essentially the same:*

“What you heard from me, keep as the pattern of sound teaching, with faith and love in Christ Jesus” (2 Timothy 1:13).

“You then, my son, be strong in the grace that is in Christ Jesus. And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others” (2 Timothy 2:1-2).

### The Practical Application

The following practical application reminds us that just as in the earthly ministry of Jesus, we ought not to assume the intern becomes capable just because we have shown and told him/her what to do. Many things can take place that may easily discourage or defeat the intern. Thus, the intern's shadowing ministry leader(s), along with personal supervision, participation, evaluation and guidance, will be part and parcel of the WCC internship program. Therefore:

The intern will meet weekly with the designated supervisor and/or pastor for a personal conference.

The intern will attend staff meetings, as well as be designated to attend regular ministry/committee meetings.

The intern will be assigned a specific task(s) that will be assessed, such as, the developing of a newly-needed ministry or assisting in the expansion of existing ministries.

The intern will have required reading from a list of selected books.

The intern will keep a written log of work days.

A pastoral intern will be given assigned preaching and teaching responsibilities.

A pastoral intern will sit in with the Pastor or Elder in counseling sessions.

### **Evaluation**

All interns will have an evaluation at the end of thirty days.

Pastoral interns will also have a three, six and nine month formal evaluation, followed by a final evaluation at the conclusion of the internship.

Long-term mission work and vocational service interns will have a two month evaluation, followed by a final evaluation at the conclusion of the internship.

The questions that will be asked during the evaluations are the following:

Is the intern true to their description of themselves via their application, resume and initial interview?

Is WCC being true to their description of the internship program as described?

Does the intern display eagerness to work hard, being part of a team and working towards a common goal?

Is the intern demonstrating that they are able to do or have the potential to do the work(s) of ministry?

How does the intern express their dependence on God in their work?

How does the intern receive instruction and correction?

Ask the intern to assess their personal devotional life.

Is the intern keeping their hourly schedule consistently?

How are we doing? What can we do to better serve you?

### **Interview Questions**

The following is a list of questions that will be asked during the sit-down interview with the potential intern:

#### Affirming the Intern's Conversion

Describe your conversion.

If you were to die at this very moment, and God were to ask you why He should allow you into His heaven, what would you say?

Describe one or two changes that have occurred in your life since you became a Christian.

#### Examining Their Character According to Biblical Principles

How would you rate yourself from the qualifications given in I Timothy 3 and Titus 1?

In what areas of your character have you had the most and least improvements since your conversion?

What do you think about your life becoming a display model on behalf of the Jesus you serve in public ministry?

#### Determine Their Motives for Pursuing Pastoral, Long-Term Mission Work or Vocational Service Ministry

Do you love to talk about Jesus? If yes, then why?

Do you love to study and pray?

Define as best you can the term 'servant leadership'.

Why do you desire to enter full-time ministry?

Have others confirmed your sense of calling? Please explain.

Affirming Their Doctrinal Beliefs

Please read the following statement and list every Biblical doctrine you can from it:

*Jesus Christ is God's one and only Son who always existed but came into this world at a certain place and time as a newborn baby from the womb of the Virgin Mary whom the Holy Spirit descended upon and the power of God overshadowed.*

*This Jesus lived a sinless life, thus was the Lamb of God who took away the sins of the world by His suffering and death on the cross in the place of sinners like us.*

*Therefore, those who come to Christ in childlike trust, in repentance to Him and faith in Him become part of God's forever family.*

*Consequently, we can begin each day with the deeply settled assurance that we are accepted by a Holy God and loved perfectly by Him, not on the basis of our personal performance, but on the infinite righteousness of Jesus Christ.*

The Evidences of Ministry Giftedness

What do think are your primary areas of giftedness? Why?

Have you used these gifts in the context of the local Church? What was the outcome?

How do you work to improve your giftedness?