



## Pastoral Internship

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### **Description and Purpose**

The Pastoral Internship is an opportunity to create and strengthen theological and ministry categories under the supervision of pastors in the local church through education, discussion, and ministry experience. The Pastoral Intern will be discipled by the pastors and elders of Christ Covenant Church with the aim to establish a biblical foundation for pastoral ministry.

### **Qualifications**

#### 1. Spiritually Mature

- A personal desire to grow in the grace and knowledge of God
- Growing in the qualifications of 1 Timothy 3:1-7
- Warm, personable, humble, and teachable

#### 2. Theologically Sound

- Has a growing and healthy understanding of orthodox and Reformed doctrine
- Affirms the Baptist Faith and Message 2000
- Affirms the Christ Covenant statement of faith

#### 3. Ministerially Capable

- Aspires to serve the local church that is affirmed by the church
- Has a heart of service and care for the congregation
- Has high integrity and discernment and can be trusted with sensitive information

#### 4. Approved by the Elders

- Interviewed and approved by the elders

**Dates**

The pastoral internship is a 3-year development and discipleship path with various responsibilities and expectations.

Year 1 of the pastoral internship runs through a calendar year and is done in two semesters from January – May & August - December (Spring: 14 weeks & Fall: 12 weeks) with a summer break. Years 2 and 3 are not bound to calendar dates.

It is preferred that a pastoral intern participates in a CCC mission trip during the summer of their first or second year.

## **Year 1: Formation**

### **Purpose**

The pastoral intern will form and strengthen pastoral and theological categories as they pertain to pastoral ministry and the church through supervised reading, writing, and discussion.

### **Outcome**

The pastoral intern will be able to articulate ministry convictions and preferences that will help guide them in their pastoral aspirations.

### **Content**

#### Ministry Involvement

- Meet with each elder once (to be completed every year)
- Attend all seminarian dinners
- Attend sermon preparation meetings (optional)
- Attend a CCC short-term mission trip (optional)
- Come along on pastoral visits when available
- Co-lead a Bible study

#### Reading

- 1-2 Timothy & Titus
- *Path to Being a Pastor* by Bobby Jamieson
- *Elders in the Life of the Church* by Matt Schmucker and Phil Newton
- *Women in the Church* by Andreas Kostenberger and Tom Schreiner
- *Recovering Biblical Manhood and Womanhood* by John Piper and Wayne Grudem
- *Being a Pastor* by Michael Haykin and Brian Croft
- *The Christian Ministry* by Charles Bridges
- *How to Build a Health Church* by Paul Alexander and Mark Dever
- *Believer's Baptism* by Tom Schreiner
- *The Glory of a True Church* by Benjamin Keach
- *Authority* by Jonathan Leeman
- *A Praying Life* by Paul Miller
- *Biblical Foundations for Baptist Churches* by John Hammett
- *Believer's Baptism* by Tom Schreiner

- *The Reformed Pastor* by Richard Baxter
- *The Shepherd Leader* by Timothy Witmer
- *The Peacemaking Pastor* by Alfred Poirier
- *Revival and Revivalism* by Iain Murray
- *Knowing God* by JI Packer
- *Conversion* by Michael Lawrence
- *No Shortcut to Success* by Matt Rhodes
- *One Assembly* by Jonathan Leeman
- *Planting by Pastoring* by Nathan Knight
- *What is the Mission of the Church* by Kevin DeYoung and Greg Gilbert
- *Church Membership* by Mark Dever

## Writing

- Positions Papers
  - The Role of Women in the Church
  - Biblical/Practical Arguments for a Plurality of Elders
  - The Case for Believers Baptism and the Link Between Baptism and Church Membership
  - Arguments for and Against Presbyterianism
  - Arguments for and Against Anglicanism
  - What is Biblical Ecclesiology?
  - Closed vs Open Communion
- Additional Writing
  - A written philosophy of pastoral ministry
  - Response papers

## Meetings

- Weekly meetings (1.5-2 hours)
  - Teach from either 1 & 2 Timothy or Titus during two meetings per intern

## Additional Training

- Attend a 9Marks Weekender (Thursday – Monday)

## Seminary Credit

- Receive credit for PMN6500 & PMN7900 if desired

## **Year 2: Preparation**

### **Purpose**

The pastoral intern will be instructed in areas of pastoral ministry and leadership; primarily in preaching and teaching.

### **Outcome**

The pastoral intern will have gained practical experience and training in preaching as a foundation for their pastoral ministry aspirations as well as further instruction in pastoral leadership.

### **Content**

#### Ministry Involvement

- Meet with each elder once (to be completed every year)
- Attend all seminarian dinners
- Attend staff meetings (optional)
- Attend sermon preparation meetings (optional)

#### Reading

- Read through the entire Bible over the course of the year
  - Listen to the corresponding sermon for the book of the Bible completed (The Message of the Old/New Testament)

#### Additional Training

- Attend a Simeon Trust Workshop (Wednesday – Friday)
- Complete 2 preaching labs (1 per semester)
- Participate in the CCC Leadership Class

#### Seminary Credit

- Receive credit for PRS6500 (completed in the summer semester)

## **Year 3: Service**

### **Purpose**

The pastoral intern will participate in various leadership opportunities in the church to gain ministry experience under the supervision of the pastors and elders.

### **Outcome**

The pastoral intern will learn the joys and trials of pastoral ministry through practical experience and will gain wisdom and love for God's people through ministering in the church. With the help of the elders the candidate will begin thinking through next steps in pursuing vocational pastoral ministry.

### **Content**

#### Ministry Involvement

- Meet with each elder once (to be completed every year)
- Attend all seminarian dinners
- Attend staff meetings (optional)
- Attend sermon preparation meetings (optional)
- Teach an equipping course in-part or in-whole
- Attend 2 full elder meetings (if deemed ready by the elders)
- Preach once during a CCC special service
- Lead a Bible study and/or Care Group
- Come along on pastoral visits when available

#### Additional Training

- The elders of CCC will assist the pastoral intern in creating a ministry resume

## Pastoral Internship Compensation and Benefits

- Upon the completion of year one of pastoral internship, you will receive \$1500-\$2000 worth of books towards the start of a pastoral library as a gift from the church
- All books read during the internship are purchased for you
- All trips and conference expenses are covered
- All ministry related expenses are covered
- Mission trip (optional) expenses are covered

## Pastoral Internship Expectations

- Miss no more than 4 Sundays per year for the duration of the internship unless otherwise approved (summers excluded)
- Miss no more than 4 weekly meetings (SEBTS courses and Leadership Class) per year for the duration of the internship unless otherwise approved
- Turn in papers and complete reading in a timely manner
- Uphold moral excellence and integrity as is fitting for a Christian

## Organizational Chart

The Pastoral Interns will report directly to the Missions and Education Pastor under the leadership of the Senior Pastor and Elders. They will likewise be overseen in specific areas by the Discipleship Pastor and Family Pastor. If there is one on staff at the time, the interns will regularly receive supervision from the Pastoral Apprentice. For clarity, the Missions and Education Pastor, the Family Pastor, and Discipleship pastors also serve as elders.

