

# Grace Church

## 2015 Pastoral Internship

### *Summary & Application*

#### **Grace Pastoral Internship Program:**

The *Pastoral Internship Program* of Grace Church is designed to encourage greater Christlikeness in Christian men. Whether or not the man is aspiring to eldership, this program aims to be an aid in his spiritual growth and service. In fact, we believe Grace Church would be greatly benefitted if many who never intend to go elsewhere decided to pursue this training.

The thrust of the internship is to maximize distinct *church-based* opportunities for expanding Christian character, pastoral skills and theological depth *while* also learning to exercise Christ-centered care for God's people.

#### **A Vision for Church-Based Pastoral Training:**

Church-based training affords the opportunity for important ministry development within the context of the local church that would be difficult, if not impossible, to replicate elsewhere.

We believe that Bible-teaching theological institutions and seminaries are a tremendous blessing from the Lord, and a wonderful asset to the church, and Grace Church has benefitted from their ministries. Even so, certain pastoral skills would be challenging for any academic institution to introduce, much less adequately develop. We believe the local church is primarily responsible to identify, equip, and send those whom the Lord is setting a part for gospel ministry.

We do not want to suggest in any way that important ministry development cannot happen elsewhere. Our conviction, though, is that the *essential* preparation and development for pastoral ministry happens best in the context of the local church, under the care and oversight of her elders, with the church providing the final affirmation and blessing.

#### **Church Membership: Year One** (cf list of required readings before applying to the internship)

In a sense, the entire church is in the internship program. The first year of the internship is fully-involved, faithful, church membership in Grace Church. After having been a church member for a year, one is then eligible to apply for the second year of the program—which begins the guided theological, practical, and pastoral development aspects of the internship.

If someone has not yet been a member of Grace Church for one year, but desires to apply, he may write to the elders requesting an exception. If membership in Grace were not desired, then the resident would not be a fit for this program.

### **The Aim of the Internship: Years Two-Three**

The aim of the *Pastoral Internship* is to help the brother by assess his character, the health of his marriage and family, and help him discern his place in Christ's service. The corresponding theological development, and internship assignments are part of helping the intern grow in godly character.

Written summaries and reviews of several reading assignments will assist the intern in compiling the initial framework for a biblical ecclesiology. Interns will also meet regularly with assigned pastors in order to discuss a various aspects of his spiritual health and development.

### **The Aim of the Residency: Year Four**

Upon completion of years two and three of the *Pastoral Internship*, the elders may extend an invitation to for the brother to participate in the *Residency Program*.

Similar to the Internship, written summaries and reviews of reading assignments will be part of assisting the Resident in compiling more helpful tools for pastoral ministry.

Although Grace's Pastoral Residency does not necessarily have to coincide with formal seminary training, the resident could benefit significantly by complimenting his journey with additional learning (In particular, studying the Biblical languages, if he has yet to do so).

Upon completion of the residency our prayer is that he will have been equipped with a sufficient foundation for *pastoral ministry* in his grasp, application, and articulation of a *biblical, systematic, historical, pastoral, and practical* Christ-centered theology.

### **Four Primary Areas of Focus:**

In particular the *Internship* and *Residency* focuses on personal, pastoral, theological and ministry development through a variety of mentoring, ministry, and learning opportunities.

1. **Personal:** The focus on *personal development* is concerned mainly with the intern/resident's spiritual health, and if married, the health of his marriage and parenting.
2. **Pastoral:** The focus on *pastoral development* exposes the intern/resident to unique opportunities to observe the elders of Grace shepherding the souls entrusted to their care, while also giving the resident appropriate opportunities to engage in Christ-centered care alongside the elders. Interns and Residents are invited to the pastoral staff meetings, affording an inside look at the foundation and logistics of church life. Residents will be permitted to attend some of the elders' meetings, 'Share & Care' membership conversations, and other soul-care opportunities as a way to gain gospel-ministry exposure. These "come and see" opportunities are a key facet of the program.
3. **Theological:** The focus on *theological development* is suited to develop the intern and resident with a robust understanding and application of biblical theology in the context of local church.

4. **Ministry:** The focus of *ministry development* is designed to identify the individual's giftedness and place of local church ministry. Each intern and resident will be formally assessed in the ninth month of each year in the program. The Residency year will include the *Treasuring Christ Together Network* assessment, which is a much more robust tool.

### **Schedule for Grace's Pastoral Internship and Residency**

New cohorts begin in January. To begin with the January class, applications for the internship are due by the end of the previous October. Application reviews are considered by the elders in November. Orientation for those entering the program is in December. The program officially starts in January. Every three months, the elders will help assess the intern's progress, and in the following October, will pray, discuss, and seek to discern with the intern (and his wife) whether or not he should continue in the next phase of the program.

### **Expected Travel**

In either the first, or second year of the program, each intern should attend the *Weekender* at Capitol Hill Baptist Church, in Washington D.C. Registration, travel, lodging and meals should be budgeted by the intern in advance. Grace Church hopes to be able to minimally offset the costs for this experience.

### **Outcome of the Internship and Residency**

Our prayer is to see the Lord raise up godly men. If the program aids in cultivating such growth, the investment would be successful! Men who remain at Grace Church and make many disciples would be a joyful outcome of the program. Should the Lord allow us to also send out some as pastors and missionaries around the globe, we would be thankful.

Though *none* of these outcomes are guaranteed on the front-end, each application should be submitted with these end-goals in mind. The church will not assume that *any* who enter the program will eventually be sent out by the church to serve in local church leadership. The multi-year program is the assessment window for discerning how to move forward.

### **Expectations For the Intern and Resident:**

There are four stated areas of accountability for the intern/resident.

1. **Participation** in corporate worship, prayer, and Grace Groups. Being a healthy functioning church member as identified in our *Church Covenant* will be the *primary* means of development. There is no greater preparation for local church ministry than being a healthy local church member.
2. **Reading and Assignments:** Each intern/resident is expected to have read and completed all written assignments by the designated time. If the intern/resident believes he will be late on any reading or assignments, a two-week written notice prior to the due date is expected. It will be at the discretion of the elders on whether to grant a one week extension. The intern/resident will be dismissed from the program if he is delinquent on more than one occasion.

3. **Discipleship/Development Meetings.** Each intern/resident is expected to attend every assigned meeting with elders and attend every event designated in the 2015 Intern/Resident Calendar. For interns this would include (but not limited to) one-on-one meetings with an elder, Grace Church Staff Meetings (as work schedule allows), Sunday Intern Talks, and Foundations of Grace seminars. For the Resident, he will be expected at all scheduled Elder's Meetings, one-on-one elder meetings, Foundations of Grace seminars, and designated Share and Care membership talks. There may be other assigned meetings that will be included as well (see 2015 brochure). If the intern/resident thinks he will be unable to attend one of these development opportunities, then a two-week written notice prior to the event is required.
  
4. **Organization.** One way the intern/resident will be tested will be in the area of organization and efficiency. The intern/resident is encouraged to plan well and to plan ahead. The elders are happy to assist you in any way with this. We understand "life happens", but don't want this to be a smoke screen for poor organization. If you and your spouse cannot commit to ~12-15 hours per week of investment in this program, for the duration of the entire year, you ought not apply.

Thank you for considering Grace's Pastoral Internship & Residency program. Please pray now for the Lord's blessing on those currently involved, and those who are considering applying.

In Christ, Ephesians 3:14-21  
*The elders of Grace Church*

## **Part I – Motivation to Pursue Grace’s Pastoral Internship Program**

Briefly describe your reasons for applying to this program.



### **Part III - Prior Spiritual Growth**

1. Give a brief autobiography of your spiritual growth (What has God used in your life to most aid your growth? Be specific times, seasons, people, books, sermons, etc...)

## Part IV – Grace Church’s Foundational Documents:

*\* On each of these use extra space if necessary.*

1. Have you read the *Grace Church Member Affirmation of Faith*? (Yes No)
2. Do you have any questions or hold any convictions contrary to the *Member Affirmation of Faith*? If so, please explain.
3. Have you read the *Grace Church Covenant*, and do you heartily embrace it as a joyful expression of your faith in Christ? Read: (Yes No) / Embrace: (Yes No)
4. Do you have any questions concerning the church covenant?
5. Have you read the *Grace Church Elder Affirmation of Faith*? (Yes No)
6. Do you have any questions or hold any convictions contrary to the *Elder Affirmation of Faith*? If so, please explain.

## Part VI - Completing & Submitting An Internship Application

There are three ways for you to turn in your completed application.

1. Mail:

Grace Church  
*c/o Pastoral Internship & Residency Application*  
PO Box 1801  
Memphis, TN 38101

2. Email to [nathan@gracechurchmemphis.com](mailto:nathan@gracechurchmemphis.com)

3. Hand to Nathan Sawyer in sealed envelope labeled, "Internship/Residency"

### Deadline:

Because the Internship and Residency is designed to begin in January 1, 2015, applications are **due Sunday November 2, 2014**. Any applications received *after* this date will not be considered.

As we receive applications, we will notify the sender of receipt of your application packet.

Thank you again for taking the time to introduce yourself to us through this application. We will be in touch with you soon.

May Christ be yours in fullest measure! Ephesians 3:20-21  
*The elders of Grace Church*