

PASTORAL INTERNSHIP

The pastoral internship of First Baptist Church of Academy is for men aspiring to serve as an elder/shepherd/pastor of a church (1 Timothy 3:1). This aspiration to serve may or may not be for future full-time vocational purposes. The pastoral internship is designed to engage the intern with academic experience while engaging in the practical daily ministry experiences of a pastor.

Expectations:

The intern will complete all assigned readings and write a half page reflection on each of the weekly readings.

The intern will serve ten hours per week. This includes a one-hour meeting with the pastor to discuss the assigned readings. In addition to the one-hour weekly meeting, on the second and fourth weeks there will be a second hour added to the meeting for the intern to meet with the pastoral staff to discuss members, prospective members, absent members and then spend time praying together for the members from the church membership directory.

The intern will preach 6 to 8 times per year. These times to preach will be set at least 3 weeks in advance with the intern. At least 5 of the messages the intern will preach will use the Scripture in the pastor's sermon series as scheduled. One of the messages he preaches will include leading in the serving of the Lord's Supper.

The intern will follow a plan for visiting shut-ins, making hospital visits and other care ministries. The intern will communicate with the pastor, the deacons and the care team issues of concern regarding additional care that may be needed. The intern will attend at least four deacon's meetings.

The intern will be intentional to evangelize the lost and disciple one-on-one as the opportunity is made available. As the lost come to faith in Christ, the intern will be trained and then will administer baptism in a church service.

The intern will be given at least one opportunity to lead in the morning worship service each week through a variety of simple weekly ministries such as praying, the welcoming of guests, sharing the announcements, reading Scripture, and assisting during the invitation time.

After two months, the intern will begin teaching weekly in the classroom or in a small group. The pastor and other experienced teachers in the church will observe and critique the intern once a month.

Effort will be made between the pastor and the intern to determine areas of pastoral ministry where the intern needs development, then set goals to provide the intern opportunities to grow in the specific area of pastoral ministry.

Application for the pastoral internship:

The pastoral internship will be for one year and must be applied for using the attached application. The intent of the internship is first and foremost to train and further develop members of FBCA who are aspiring to be an elder/shepherd/pastor. Non-members of FBCA may apply for the internship, however members of FBCA will be prioritized when selecting an intern. The selected candidate for the internship will interview with the pastoral staff along with the chairman of the Personnel Committee. When an intern is selected, they will need to pass a background check and submit all appropriate paperwork before the intern will begin serving.

Upon completion of the internship:

No additional obligations or expectations are implied (by the intern or by the church) upon completion of the one-year internship. An internship may be renewed for an additional year with a written plan that is agreed upon by the pastor, the intern, the Personnel Committee and the Budget and Finance Committee.

Early dismissal from the pastoral internship:

Should the intern decide to depart the internship early, the intern needs to provide a letter to the pastor and chairman of the personnel committee stating the desire and reason for the need to depart the internship early. If there is a conflict between the pastor and the intern, the intern and the pastor must have demonstrated good faith in attempting to follow Matthew 18:15-17 and 1 Timothy 5:17-21 regarding restoration of the relationship.

Should the pastor believe the intern can no longer serve as an intern, the pastor along with the intern will meet with the personnel committee to discuss the issue. The pastor should demonstrate the attempts to resolve the issues using the principles of Matthew 18:15-17 and 1 Timothy 5:17-21. Should the personnel committee believe the intern can no longer serve, then he will be dismissed of his duties. Should the personnel committee believe the intern can continue to serve, then the personnel committee will work with the pastor to ensure the internship is successful.

Financial provision:

The intern will be provided a salary of \$400 monthly after completing weekly time sheets. In addition, the intern will have up to \$1200 available for reimbursement for: 1. the books for required reading and 2. conferences, training, or seminars related to pastoral ministry the intern may choose to attend.