



Church^{of the} Redeemer

Internship Highlights

Any prospective interns for service at Church of the Redeemer will be approached by an Elder with an invitation approved by consensus of the Elders. The intern will sign the covenant form and expect periods of regular evaluation throughout the process. Every three months a thorough evaluation will be provided and annually a review will be conducted. One Elder will be the main point of contact for the intern, but all Elders will interact with the intern in some capacity. The intern will be encouraged to develop good working relationships with all the Elders, deacons, and other interns at the church. The following is a list of considerations that will inform the Eldership in the courtship process (the stages of evaluation in preparation for an official internship invite by the elders), and afterwards in the continuing times of evaluation.

1. Character

Character is often the first theme one might consider when answering the question, “What does the bible say makes an Elder qualified?”, and yet it is often an area that is overlooked in practical application in the life of established leaders and budding interns alike. Interns at Church of the Redeemer will be asked to be considering the words highlighted from either Timothy or Titus’s list of elder qualities and be meditating on these throughout the day. They will be expected to read *Leading with Love*, *Biblical Eldership* and other books deemed fit to expand the Christ-like nature of the intern’s character. Interns should be actively engaged in daily Bible study, constant prayer, growing in Christ-likeness in thought and deed, and times of delighting in the Lord alone. Elders at the church will delve into the outcome of these times of reflection, study, prayer, Bible reading, conduct with others, thought life, and personal times of worship for the purpose of encouragement, accountability, and patient shepherding for the purpose of growing in Godliness.

2. Home life (wife/kids/roommates)

Our most intimate interactions with others demonstrate our ability to shepherd the church, a fact made clear by Paul’s admonition to not allow a man that cannot shepherd his wife and children to be ordained as an Elder in the church. Therefore, much time, prayerful attention, and practical attention must be given by the intern under the direction of patient shepherds to grow sterling in the before mentioned areas of their lives. This will require loving and thorough questioning on behalf of the Elder, and honesty and humility moored in a heart seeking earnest, Biblical change on the part of the intern.

3. Evangelism

Vibrant evangelism is linked to a heart that loves their Lord, expectant of heaven and rightly valuing the earthly realm in which we all are called to serve. Accountability for frequency and quality of the intern’s evangelistic endeavors will; be assessed by the elders frequently, with prayerfulness, practical advice, Biblical suggestions, and mutual worship for the successes that God provides through the intern. Beyond personal evangelism, the Elders will also provide opportunities for group evangelism (witnessing in public canvassing and preaching opportunities), or personal evangelism outside of the intern’s normal sphere of influence.

4. Knowledge (scriptural training)

The Intern will be expected to either hold an M.Div. degree or equivalent from a seminary including Christ Seminary. The student will show proficiency in his ability to wisely and broadly synthesize theological disciplines and analytically distill the Biblical text, bringing the proper meaning to the masses in a package ready for digestion and application. Detected deficiencies may deem the Elders to suggest additional courses or reading. The intern will be asked to continue to stretch their knowledge through a growing practice of Bible study, assigned books, books they choose on their own, attending conferences and seminars, taking further classes and having special meetings with other local pastors for the purpose of new insight in enhancing his skill as a potential pastor.

5. Teaching/Preaching

The Intern would be invited to teach in a host of venues including, Wednesday and Thursday Nights, Sunday School, Sunday Night, Sunday Morning, Mexico, and other opportunities as they arise. There will be a tier system of venue invites, starting with smaller studies and graduating to Sunday morning sermons. These teachings will be evaluated by the Elders and discussed in detail with the intern for the purpose of growth in preaching.

6. Shepherding (discipleship/counseling/weddings/funerals/discipline)

The Intern will be asked to be actively seeking discipleship relationships (some will be suggested by the elders) they will also be invited to attend counseling sessions, challenged to think through counseling situations, and encouraged to read counseling books. Hospitality will be encouraged to aid in integration into the church body, growth of personal character, and the facilitation of new ministry opportunities through learning more about the lives of the sheep. The Intern will also be asked to consider and present models (a step by step counseling plan), for marriage counseling and marriages, grief counseling and funerals, church discipline procedures, conflict resolution approaches, and more.

7. Administration

There will also be opportunity to consider how one might develop bylaws and a constitution, knowing how to deal with concerns related to a non-profit, manage taxes and do book keeping, consider deacons and their roles, manage other helpers in a local church, consider building and yard maintenance, detailing physical needs for effective church services, and more. The purpose is to prepare the intern to be familiar with practical considerations and to prepare to start a church and /or to manage all the day to day operations of a local church after it has started.

8. Vision (one's unique call/the ability to recognize this in others)

We would also desire the intern to show real creativity in understanding his calling, how it could be integrated into the vision of the church and how it could be applied in the lives of others within the church. Submission and yet initiative need to be coupled in the intern as the elders encourage to accomplish the unique ministry that God seems to be providing for him at Church of the Redeemer and beyond. This will require wisely choosing members who can help in this ministry and shepherding and managing them properly as they assist the intern in this endeavor. This will also require the ability to avoid micromanagement while growing individuals in their God-given administrative capabilities.

9. Job Details

An Intern at Church of the Redeemer would work part-time, three days a week for \$15,000 a year. The intern would be expected to attend Sunday mornings and at least one other service weekly. There could be additional assistance for health, lodging, travel, books and school as determined by the Elders depending upon the unique calling of each intern. The internship is designed to last approximately 2 years, allowing for some flexibility due to the intern's growth rate and other unforeseen factors. The ultimate end is to ordain the intern and either use him as an officer at Church of the Redeemer or send him out as an officer to serve elsewhere. This would include support from the church in prayer and some degree of financial support depending upon the church's financial condition at the time of sending. Ordination will be like any other Elder ordination, by unified Elder consensus that the candidate is ready, presentation before the congregation for prayer and review, and after sufficient time to work through any additional concerns surfacing during the review, the intern will be ordained through a commission service, charge, and laying on of hands and prayer. The church would also encourage others to join any departing, ordained interns in their approved missionary activity as long as it is also prudent for the attending member.

10. Contract

I _____ have read the above document, and after prayerful thought, much counsel, and biblical consideration believe it is in keeping with God's will for my life to submit myself to the elders of Church of the Redeemer as a servant to the flock of God in Los Lunas, NM. I humbly agree to serve with diligence and love, respecting the leadership and striving to love the sheep in keeping with God's Word and by the upholding might of His power. I will strive to foster unity and not division, to be happy with being last rather than first, to decrease that God might increase, and to tenderly care for the brothers as a mother nurses a child.

We _____ and _____ Elders of Church of the Redeemer, agree that it seems best for this intern to serve and be served at Church of the Redeemer: to be loved, disciplined, rebuked when necessary, and encouraged constantly for their best growth into a potential shepherd of the flock of God. We will offer prayer, teaching, example, counsel, direction, and a shoulder of compassion to our brother. We will attempt to offer constructive evaluations, helpful opportunities, and to tenderly shape the intern into a well-rounded and multi-dimensional pastor if God would so allow.

This contract was witnessed this day ____ of _____, _____ by the deacons of Church of the Redeemer

_____ and _____