



- **Internship is discipleship.**
It is the process of a disciple in process (the student) learning under the supervision of and with accountability to a supervising pastor. Scriptural examples are numerous – Joshua and Moses, Elisha and Elijah, Timothy and Paul.
- **Internship is practical learning.**
It is learning and doing concurrently, the model established by Jesus with his twelve disciples. It involves a supervisor and his designates demonstrating to an intern how to apply biblical principles to practical ministry.
- **Internship is discovering, developing and using one’s spiritual gifts for the glory of God by serving others.**
- **Internship is ministry.**
It is more than preparing for or practicing ministry. It is spiritual ministry where the anointing of the Holy Spirit is paramount and fruit that remains is expected.
- **Internship is assuming the role of the pastor.**
The intern actually becomes a temporary member of the local pastoral team with all of the accompanying privileges, responsibilities, and accountability. The intern is expected to exercise the utmost discretion in conversation, appearance, and actions so as to represent the supervising pastor and church well in all situations. The intern must be loyal to the supervising pastor and maintain confidentiality in all matters entrusted to him/her. Problems encountered should be discussed only with the supervising pastor and/or the program director at Summit Pacific College who is overseeing the internship.
- **Internship is a time for questions and observations.**
Much can be learned about being a pastor by asking probing and perceptive questions.
- **Internship is a time of immediate and ongoing evaluation.**
Evaluation should happen naturally. Weaknesses and strengths should be openly discussed. Lay leaders in the congregation should bring their perspective to the evaluation. The intern should be grateful, not defensive during this process.
- **Internship is mentoring.**
The supervising pastor should be as transparent as possible as he/she models ministry in the context of real life before the intern. Guidance should be given as needed for the development of the intern. The supervising pastor should be loyal to the intern and maintain confidentiality regarding problems of internship. Serious problems should be discussed with the Summit Pacific College program director overseeing the internship.
- **Internship involves participation, observation, and discussion experiences.**
Where full **participation** is not possible or appropriate, **observation** of an experienced pastor, and/or **discussions** with experienced leaders offers valuable insight into the varied aspects of ministry. Below are suggestions for each category. The supervising pastor should set up a schedule for the intern early in the internship and seek to arrange for as many of the following experiences as possible.

I. SUGGESTED PARTICIPATION ACTIVITIES

- Worship planning
- Preaching
- Sharing his/her testimony publicly
- Participating in Sunday and midweek services
 - worship leading
 - altar ministry
 - announcements
 - receiving the offering
 - Scripture reading
- Teaching in as many venues as possible
- Water baptism, including instruction and the service
- Communion, preparation, serving, assisting
- New believers class, teaching, follow-up
- Meet and interview members of the pastoral team and key lay leaders
- Participation in the ministry of the various departments of the church
 - youth
 - Sunday School
 - seniors
 - men's, women's ministries, etc.
- Organization of a special event (for any age group)
 - retreat
 - vacation Bible school
 - social event
- Church bulletin, publicity project
- Hospital visitation, prayer for the sick
- Greeting and ushering
- Prayer meetings
- Counseling assignment
- Visitor follow-up

II. SUGGESTED OBSERVATION ACTIVITIES

- Church staff and planning meetings
- Church board and committee meetings
- Ministerial meeting
- Baby dedication – including minister's interaction with the parents and preparation
- Weddings – including details of pre-marital counseling, legal, rehearsal, procedures, ceremony preparation
- Funerals – protocol, arrangements, follow-up
- Community agencies and services

III. SUGGESTED DISCUSSION TOPICS

- The call of God
- Pentecostal distinctives and manifestations
- Church vision and values
- Worship style and objectives
- Long and short term planning
- Effective evangelism
- Revival and prayer
- Visitation
- Church finances and stewardship
- Church administration

IV. GOALS OF INTERNSHIP

1. Development of Knowledge
 - To learn by observation the leadership style and ministry skills demonstrated by the supervising pastor.
 - To become acquainted with the various ministry programs of the local church.
 - To learn the administrative and financial procedures followed in the local church.
 - To learn by observation how the pastor manages his time and organizes his ministry.
 - To learn how the church is related to the sectional, district, and national activities of the PAOC.
 - To become acquainted with the various agencies in the community that compliment the work of the church – Christian counseling services, etc.

2. Development of Attitudes and Convictions
 - To recognize that a personal devotional life is foundational to all dimensions of ministry.
 - To appreciate the great diversity in the body of Christ and the necessity of harmony and unity for fruitful ministry.
 - To appreciate the distinctive and miraculous work of the Holy Spirit in the ministry of the church.
 - To develop a deeper awareness of and empathy for the needs of people.
 - To develop more fully the conviction that the pastor's major role is to equip people so that they may edify one another and reach out to the world with relevant witness and service.
 - To appreciate more deeply the great privilege and responsibility of being called into leadership in Christ's church.

3. Development of Skills
 - To develop personal and spiritual skills and strategies for handling the stress, demands, disappointments, conflicts and failures that are an inevitable part of ministry.
 - To develop skills in asking appropriate questions and listening in order to learn as much as possible about ministry from the pastor, leaders, and members of the local church.
 - To apply and to develop ministry skills such as preaching, teaching, visiting, leading worship, organizing and directing events, ministering to various age groups as opportunities are provided.
 - To develop a servant heart and posture in all conversations, relationships and ministry responsibilities.