



# The Resolved Church

INTERNSHIP PROSPECTUS



## **The Resolved School of Theology**

Theo 121 - Internship Course

### *Overview: A Brief Theology of Internship*

The Resolved Church Internship Course exists to develop interns in the gospel and for the gospel by equipping them to be leaders in the local church and missionaries in the city of San Diego.

In the New Testament we see a principle of young men coming under Jesus and his chosen leaders to receive theological instruction and experiential training in practical ministry. Examples include Jesus' discipleship of the 12 apostles and the tagging along of John-Mark, Joseph-Justus, and Matthias. The apostle Paul was also brought into a three year instruction under Jesus in Arabia after he received his calling (Gal 1:16-18). Later Dr. Luke, Apollos, Jude, Titus, and Timothy all received similar training under the apostles. Thus, our internship course falls under our goal to develop men who are "good servant(s) of Christ Jesus, being trained in the words of the faith and of the good doctrine (2 Tim 4:6)." The long-term vision is a full-fledged school of theology our short term vision is an introductory internship course.

A Pastor/Elder of The Resolved Church guides the intern in his/her theological and ministerial development by providing valuable teaching in relevant subjects needed for personal growth and leadership in a local church. In addition, the intern will receive ministry experience through shadowing a Pastor and other leaders and serving in various ministries at The Resolved Church.

It is our goal that through the internship course, the intern would develop a sense of whether or not God has called him/her to full-time ministry either here at The Resolved Church or elsewhere in the world. The intern process helps The Resolved Church accomplish our ministry as a local church in San Diego and also serves as an vehicle for us to assess, develop and equip future leaders of The Resolved Church and the universal Church. To quote Darrin Patrick, "It is our desire not to just 'use' interns to get ministry done, but to 'use' ministry to get interns done." Therefore, The Resolved Church understands a valuable and successful internship as one which is used by God to accomplish both ministry through the intern, and greater maturity in the intern.



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*Internship Framework*

It is important to know up front what you can expect when considering an internship at The Resolved Church. Here is the general framework:

1. An Elder or an assigned leader of The Resolved Church oversees the application and assimilation processes for all interns.
2. Interns commit for an allotted period of time, no less than 3 months, no longer than a year. After a year the internship is renewable at which time new goals and focus are established.
3. Interns are mentored by an Elder or leader assigned by an Elder. The mentor will regularly meet with the interns to give goals and assignments, provide shepherding, correction, and instruction in regards to their ministry and their character.
4. Interns will establish ministry focus area(s) with the mentor and establish weekly work hours accordingly.
5. Interns raise their own financial support, and some may be offered an additional small financial stipend. The possibility of a financial stipend will be based on the discretion of the Elder(s) and submitted to The Resolved Church finance director (Gary Warkentin) for approval if funds are available.
6. Interns participate in a monthly performance review or as otherwise determined by the assigned mentor. The reviews will be conducted by the mentor in order to provide an honest and healthy forum for feedback which will benefit the intern, the mentor and the ministry.
7. Interns read a minimum of one book a month and submit one-page personal responses for each reading. These books will be selected by the mentor.
8. Interns take Theo 101 - Theology of The Resolved Church (an 8-week church membership and gospel class).
9. Interns participate in The Resolved Church's monthly leadership meeting.
10. Interns are available to help staff and ministry leaders with potential administrative or task oriented needs.
11. Interns participate in one of the rotating Sunday set-up and tear-down teams.
12. Interns are not guaranteed a staff position upon completion of their internship.
13. Internships may be terminated by an elder at any time necessary if it is regarded to be no longer mutually beneficial.



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### *Internships Areas of Focus*

There are a variety of areas an internship may focus in to either prepare the intern for a future ministry and/or empower him/her to lead that ministry in The Resolved Church. An intern may feel a call to full time ministry but currently be unaware of his/her specific calling with the local church. These are some categories of ministry an intern may focus in and/or be exposed to.

1. Church Planting – Men who feel God’s calling to be the lead in planting a future church.
2. Exegesis & Preaching - Men who feel God's calling to study Scripture and then preach it.
3. Pastoral Counseling – Men who feel God's calling to be a unique instrument of gospel redemption in helping those who need change.
4. Administrative Leadership - Men who feel God's calling to be an organizational, behind the scenes leader, who enables the church's functional needs to be met.
5. Musical Worship - Men and women who feel called to lead the musical worship of the church.
6. Audio/Visual Worship - Men and women who feel called to lead the audio and visual worship of the church.
7. Childhood Education/Care - Men and women who feel called to teach and/or care for the children of the church from nursery through sixth grade.
8. Ministry Leadership – Men and women who feel called to lead a specific ministry of the church, whether it is a new or existing ministry (ministries serving the church or the city in activism). Interns focusing in this area will be mentored in building a ministry proposal and implementing their ministry plan.



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*Application Process*

The application process for the internship is crucial for the staff of The Resolved Church as well as for the applicant. This process allows the staff to assess six crucial areas of the applicant:

1. Character – is the applicant a man/woman of godly character that is worth emulating?
2. Theology – is the applicant able to either adhere to and/or not cause disunity or conflict over The Resolved Church's doctrinal statement as stated on our website (<http://www.theresolved.com/doctrine.htm>)?
3. Competency – is the applicant displaying the ability to sacrifice and work diligently with the necessary skills needed to complete the work ahead of him/her?
4. Life Stage – is the applicant's current life stage conducive to serving in this capacity?
5. Experience – is the applicant's experience or lack of experience going to help or hinder his/her ability to carry out the internship?
6. Team Chemistry – is the applicant going to promote healthy relationships within the community and does he/she understand the unique culture in which we exist?

All six of these areas are of vital importance for the ministry of The Resolved Church to progress and for the internship to have the greatest possibility of success. With those the factors in mind, the following documents must be completed and submitted to the P.O. Box 16714, San Diego, CA 92176 for an applicant to be considered for The Resolved Church internship course.

*Application Documents*

1. Submit a resume including area(s) of ministry focus you are interested in. Include contact information, family status, all work and ministry experience, church background if any, education, professional and personal references.
2. Submit a 1-2 page testimony of how you came to be a follower of Christ and what God is currently teaching you in your life.
3. Complete the following tests, print out the results and a one-page self-evaluation/response to those tests.
  - [www.elca.org/evangelism/assessments/spiritgifts.html](http://www.elca.org/evangelism/assessments/spiritgifts.html) (Spiritual Gifts)
  - [www.two-dogs.com/mb/mb.htm](http://www.two-dogs.com/mb/mb.htm) (Myers-Briggs)

Please note, these tests are not always accurate and do not always provide a true picture of who you are or who God is forming you to be. They merely serve as some guidelines to help us get an idea of where you are at right now and how you might complement others on our team according to yours strengths and weaknesses.

4. Submit a 1-2 page summary of your "call to ministry" and personal expectations for the internship.

After these documents are submitted by the applicant, he/she will meet individually with any necessary staff and/or leaders (no solo male/female meetings) to discuss the submitted papers and The Resolved Church's mission and values. Once the necessary interview(s) are complete, a decision will be made regarding the applicant moving forward to the support raising process within two weeks. The entire application process can (though not necessarily) take up to three months.



### *Support Raising Process*

Once the intern has been approved the intern will do the following:

1. Set a needs based support goal, write support letter and compile potential supporters list, both to be approved by the assigned mentor.
2. Assemble and send out letters, which begins a 30-day support-raising period. The Resolved Church provides interns with mailing supplies, stamps, and copies of the letter contents.
3. Meet with the assigned mentor upon conclusion of 30-day support-raising period to discuss if raised support is sufficient for intern's needs.
4. If the support is insufficient, the intern's support raising period is extended by 30 days for the intern to continue working to raise support. The intern's collected support will be reevaluated at the end of that period.
5. If the intern has raised sufficient support, the mentor and the intern will establish an official beginning date of the internship.

\*It is important to note that the internship does not officially begin until the support raising period has concluded and the it has determined that the intern's support raised and subsequent living plan will promote a successful opportunity to carry out a fruitful internship.