

Liberty Baptist Theological Seminary

Developing A Strategic Intern Program for Prestonwood Baptist Church

A Thesis Proposal Submitted to

Liberty Baptist Theological Seminary

in Partial Fulfillment of the Requirements

for the Degree

Doctor of Ministry

By

Jarrett L. Stephens

Lynchburg, VA
September 2011

LIBERTY BAPTIST THEOLOGICAL SEMINARY

Lynchburg, VA

Dissertation Project Approval Sheet

Grade

Dr. Charlie Davidson

Mentor

Dr. Ronald Hawkins

Reader

ABSTRACT

Jarrett Stephens

Liberty Baptist Theological Seminary, 2011

Mentor: Dr. Charlie Davidson

Internships are extremely beneficial to those entering ministry. While many churches provide internships, research shows that very few are structured and strategic. The purpose of this project is to develop a strategic Intern Program for Prestonwood Baptist Church that is transferable to other local churches. Its aim is to demonstrate how to start an intern program and what to do once that program is established.

Abstract length: 87 words

Copyright 2011 Jarrett Stephens

All Rights Reserved

CONTENTS

CHAPTER 1.....	1
Statement of Problem	2
Statement of Limitations	4
Theoretical Basis	5
Statement of Methodology	11
Literature Review	13
CHAPTER 2.....	22
Why is an Intern Program Important to a Church?	22
Benefits of the Intern Program from a Supervising Minister's Viewpoint	31
Benefits of an Intern Program from an Intern's Viewpoint	35
CHAPTER 3	50
Intern Development Meetings	50
Year One	51
Year Two	54
Year Three	59
CHAPTER 4.....	69
Purpose of Ministry Plan	69
Qualifications and the Selection Process	71
Objectives and Expectations	72
Moral Guidelines	73
Schedule, Placement and Matriculation Policy	76

Questionnaire and Covenant	77
Ministry Resources	80
Human Resources Documents	81
CHAPTER 5.....	83
Three Options	84
CHAPTER 6.....	99
Five Areas of Improvement	100
BIBLIOGRAPHY.....	116
APPENDIX A: Prestonwood Baptist Church Intern Questionnaire	125
APPENDIX B: Intern Questionnaires.....	126
APPENDIX C: Minister Questionnaires	205
APPENDIX D: Prestonwood Baptist Church Supervisor Minister Questionnaire	217
APPENDIX E: Intern Manuel	218
APPENDIX F: Personal Calendar	266
VITA	267

Chapter 1

Introduction

Why the Topic is Needed

Many seminaries, educational programs and church ministries exist to provide a framework and foundation for training young men and women committed to the gospel ministry. The majority of these institutions are meant to educate and equip these ministers from a theological standpoint. Academic programs prepare the student for ministry by teaching the student theology, church history, biblical languages and a host of other disciplines. However, little training is designed and offered to young ministers from a pragmatic standpoint.

While many churches may have intern positions available, there is little to no specific training that is offered to them outside the individual experience they gain while on the job. While this experience is extremely beneficial, this author believes that mistakes could be avoided and the training experience maximized with an intern program that is strategic, well thought out and intentional in its development of young ministers. The approved topic for this Doctor of Ministry thesis is the following: “Developing a Strategic Intern Program for Prestonwood Baptist Church.”

Background Leading to Awareness in the Problem

The past experience and present job requirements of the project leader has led to the need to create a strategic intern program for Prestonwood Baptist Church. The author of this thesis not only served as an intern at Prestonwood Baptist Church to begin his ministry, but now serves as the Teaching Pastor at Prestonwood. One of the main

responsibilities of this job is granting supervision over the intern program from a staffing standpoint. Experience and personal involvement has led to the need to be as strategic as possible with the intern program.

This topic is of great value for three main reasons. First, it will help the author personally plan, develop and execute direction and strategy in the training of the thirty-one interns on staff at Prestonwood. Secondly, this project will be invaluable to the interns-in-training because it will come alongside the classroom experience and help the intern to gain practical ministry experience as well. Finally, this project will benefit, serve and strengthen other local churches that have intern programs by helping them be as creative, strategic and as intentional as possible in the development of young men and women committed to the ministry. This project will also allow other churches to learn from the strength and weaknesses of Prestonwood's intern program.

Rationale for Choosing This Topic

Many churches have interns that serve within their church and provide leadership within the congregation. The rationale for this topic is to provide a systematic approach to developing the intern in both a spiritual and practical way as well as helping to launch them into their next area of service.

Statement of the Problem

There are a plethora of institutions and training programs that exist to teach and train young ministers from a theological and theoretical standpoint. This project will offer local churches a tool that will help them give young ministers practical ministry

experience by developing them through a strategic intern program and helping them prepare for future success by ensuring they are placed in like-minded churches.

Terminology Defined

This project will use the term “intern” throughout its entirety. Merriam-Webster defines an intern as “an advanced student or graduate gaining supervised practical experience.”¹ This is exactly how “intern” will be used in this project. Another often used term will be “supervising minister.” The supervising minister oversees the intern while he is enrolled in the intern program. While interns work in various ministries throughout the church, all of them are assigned a supervising minister. It may help to think of the term “mentor” to describe the role of the supervising minister and his relationship with the intern.

Bobb Biehl defines mentoring as a relationship. He writes, “Mentoring is a relationship with someone you like, enjoy, believe in and want to see win in life.”² While the internship provides mentoring, that is not its ultimate purpose. The supervising minister will serve as a mentor but is also the intern’s direct supervisor, which can create quite a dynamic in the relationship.

It is understood that the relationship between the supervising minister and the intern is extremely important. Working in a daily relationship for a year to three years will forge a strong bond between the intern and the supervising minister. The relationship will inevitably take on a more familial role than simply that of a supervisor

¹ *Merriam-Webster’s Collegiate Dictionary*, 11th ed.,

² John H. Allen, *A Primer For New Mentors*, (John H. Allen and Associates, 2000), 1.

and employee. Forman, Jones and Miller write, “The quality of the internship experience hinges on the relationship between the pastor and intern.”³

Knowing this is the case, the supervising minister’s role toward the intern is to be exactly what John Maxwell writes in *Developing Leaders Around You*: an equipper, a mentor and an empowerer. He writes:

“equipper is a model – a leader who does the job, does it well, does it right, and does it with consistency. The equipper is a mentor – an advisor who has the vision of the organization and can communicate to others. He or she has experience to draw upon. The equipper is an empowerer – one who can instill the potential leader the desire and ability to do the work. He or she is able to lead, teach, and assess the progress of the person being equipped.”⁴

This is a good example of the role a supervising minister will play in the life of the intern and the job that he has as an intern’s direct supervisor.

Statement of Limitations

This project is designed with local churches in mind. Its goal is to help churches in the way they develop interns spiritually, train them professionally and launch them into their next area of service. While specific to the ministry of Prestonwood Baptist Church, this project can serve as a model to other churches. This project will not cover in detail the relationship and partnership that exists between churches and seminaries nor will it address all that an intern program can do in training of young ministers. This is not an exhaustive project that is never meant to change or be added to; rather, it is a model built out of personal experience from being an intern and supervising interns.

³ Forman, Rowland. *The Leadership Baton*. (Grand Rapids, MI: Zondervan, 2004), 179.

⁴ John Maxwell, *Developing the Leaders Around You*. (Nashville: Thomas Nelson Publishers, 1995), 84.

Theoretical Basis

Training young ministers for the gospel ministry certainly has a theoretical foundation and is grounded in biblical, theological and historical substance. While the term “intern” may not be the exact term used in certain fields, clearly there is a need for mentoring, training and developing those who have sensed a call to the gospel ministry.

Theologically

It is the role of the local church and the elders themselves to train and prepare young ministers for the gospel ministry. This training includes mentoring, developing and sending young ministers out to strengthen established churches as well as to plant new churches. We see this type of relationship modeled in both the Old and New Testaments.

In the Old Testament the greatest example of a mentoring relationship witnessed is the relationship between Moses and his “assistant Joshua.”⁵ Moses took his assistant with him on the mountain of God and in the time they spent together talking and praying, God established a unique relationship between the two. Joshua was so close to Moses that he was at the tent when God would “speak to Moses face to face, as a man speaks to his friend.”⁶ Moses mentored Joshua. He equipped Joshua and in Deuteronomy 31:7-8 he helped “launch” Joshua into his future ministry:

“Then Moses summoned Joshua and said to him in the sight of all Israel, ‘Be strong and courageous, for you shall go with this people into the land that the LORD has sworn to their fathers to give them, and you shall put them in possession of it. It is the LORD who goes before you. He will be with you; he will not leave you or forsake you. Do not fear or be dismayed.’”

⁵ Exodus 24:13

⁶ Exodus 33:11

Moses encouraged Joshua. It was as if Joshua was “going to school; Joshua was being prepared for his future leadership.”⁷ Moses believed in Joshua and he set him up for success as Joshua began his new ministry leading the nation of Israel. This is an example of an “internship” in the Bible.

Another example of an internship that can be seen in the Old Testament is that of the relationship between Elijah and Elisha. Mentioned in 1 Kings 19, Elijah approaches Elisha and “cast his cloak upon him.”⁸ This act of “robing” can be culturally translated to mean the appointment to office or the symbol of a direct calling.⁹ We are told later in Scripture, “Then he (Elisha) arose and went after Elijah and assisted him.”¹⁰

Elisha witnessed Elijah performing miracles. He witnessed him fighting the gods of Baal and continued walking in Elijah’s footsteps after he was taken up to heaven in a whirlwind.¹¹ Elisha was granted his request of having a “double portion”¹² of Elijah’s spirit and this was confirmed in the parting of the water and the sons of the prophets declaring, “The Spirit of Elijah rests on Elisha.”¹³ Scholars have suggested that the relationship between these two can be paralleled to the relationship between Moses and Joshua.

An example in the New Testament of an internship in the Bible is the example given in the life of Timothy and his relationship with Paul. Timothy was converted to the faith on Paul’s first missionary journey and joined Paul on his second missionary journey

⁷ Francis A. Schaeffer and Udo W. Middelman, *Joshua and the Flow of Biblical History* (Wheaton, IL: Crossway Publishers, 2004), 15.

⁸ 1 Kings 19:19

⁹ Max Anders, *Holman Old Testament Commentary: 1 & 2 Kings* (Nashville: B&H Publishing, 2003), 164.

¹⁰ 1 Kings 19:21

¹¹ 2 Kings 2:2

¹² 2 Kings 2:9

¹³ 2 Kings 2:15

when Paul and Silas visited the city of Lystra.¹⁴ This relationship was initiated by Paul and together “they went on their way through the cities...so the churches were strengthened in the faith, and they increased in numbers daily.”¹⁵

Paul taught Timothy everything he knew. Timothy was able to see ministry firsthand and learn from Paul how he handled certain situations. He was then empowered by Paul to lead in ministry. Timothy was sent to Ephesus to lead the church there¹⁶ and his letters to Timothy instruct him on how to lead the church. Paul’s mentoring relationship with Timothy did not cease while he was in prison, but rather he continued to write and encourage and challenge his “true child in the faith.”¹⁷ John McRay notes, “The enormous affection that Paul had for Timothy and his trust in him is evident in in his further comment to Philippi: ‘I have no one like him...’”¹⁸ Paul and Timothy serve as a great example of the type of relationship that the intern program seeks to establish between the supervising minister and the intern.

In the New Testament, Jesus modeled this idea of developing others as he worked and served alongside and trained the twelve disciples. Over a three-year period he constantly taught them, explained biblical truths to them, sent them out to minister among the people and then evaluated their efforts. This intense form of discipleship serves as a model for the intern program. The Prestonwood Baptist Church intern program seeks to teach our interns ministry from a biblical perspective, train our interns for ministry on a practical level and help our interns find a place of service after they have served in our program.

¹⁴ Acts 16:1-3

¹⁵ Acts 16:4-5

¹⁶ Acts 19:22

¹⁷ 1 Timothy 1:2

¹⁸ John McRay, *Paul: His Life and Teaching* (Grand Rapids, MI: Baker Academic, 2006), 134.

Aubrey Malphurs mentions four ways in which Jesus mentored his disciples: He preached to them, focused on a small group, had an inner circle and counseled individuals.¹⁹ The intern in our program will experience each of these as they attend a worship service each week, go to intern development meetings and meet with their supervising minister. We will seek to teach our interns ministry from a biblical perspective, train our interns for ministry on a practical level and help our interns find a place of service after they have served in our program.

Teaching, Training and Launching

A strategic intern program must have as part of its focus an intentional development plan to teach young interns how to effectively minister to their congregants in a variety of settings. From learning to teach in a Bible Fellowship Class to preaching from the pulpit to making an effective hospital visit, these tasks must be “taught as well as caught.” The intern program will ensure that this teaching and training is taking place in a healthy environment and under the supervision of a minister. Every task that is undertaken will be seen as a “ministry opportunity” and not as irrelevant or “menial.”²⁰

In 2 Timothy 1:13-14 Paul writes to Timothy, “Follow the pattern of sound words that you have heard from me, in the faith and love that are also in Christ Jesus. By the Holy Spirit guard the good deposit entrusted to you.”²¹ He continues in 2 Timothy 2:2, “and what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.” What has Timothy “heard” from Paul? What

¹⁹ Aubrey Malphurs. *Advanced Strategic Planning: A New Model for Church and Ministry Leaders* (Grand Rapids, MI: Bakers Books, 2005), 59-60.

²⁰ Rowland Forman. *The Leadership Baton*. (Grand Rapids, MI: Zondervan, 2004), 177.

²¹ Unless otherwise noted, all references from the Bible are from the English Standard Version.

is this “good deposit” that Timothy is to entrust to others? Any sample reading of Paul’s writings show that Paul is referring to the gospel message.

As Paul is nearing the end of his life, his supreme concern is that the process of discipleship continues, specifically in teaching others the gospel. An intricate part of a strategic intern program will be ensuring that interns are taught the gospel and that we “entrust to faithful men who will be able to teach others also.”²²

The major responsibility of the intern program will be the practical training that an intern receives while on staff. This training will be in addition to his or her seminary classroom experience and will revolve more around the practical aspects of pastoral ministry. As part of their practical ministry experience, interns will learn the value of hard work, learn to be a team-player, perform administrative duties and learn how to lead ministry teams that consist of volunteers.

Jesus gives us examples of how he led his disciples on a practical level. In Matthew 10, he calls the disciples and gives them supernatural authority to heal and cast out demons. He then sends them out to minister and teach in the surrounding towns and villages. It was normal to find Jesus explaining a parable to the disciples in private that he had just taught publicly to the crowds.

The apostle Paul also made it a practice to engage those that served alongside him into practical ministry. He would often stay in an area to plant a church and would take the time develop leaders within those congregations before leaving those communities to plant new churches. Paul also traveled consistently with other believers training them to be church leaders. J. Oswald Sanders writes concerning the training of younger leaders and echoes what a strategic internship should look like:

²² 2 Timothy 2:2

“Leaders must multiply themselves by developing younger leaders, giving them full play and adequate outlet for their abilities. Younger people should feel the weight of heavy burdens, opportunity for initiative, and power of final decision. The younger leader should receive generous credit for achievements. Foremost they must be trusted.”²³

After teaching and training comes the need to launch interns into a full-time place of service. After an intern has spent a period of one to three years in the intern program and depending upon where the intern senses God may be leading, it is the desire of the intern program to help the young minister find his or her next place of service. Whether it is through working with search committees in need of a pastor, partnering with those that know our church through an established network or by creating a church-planting residency program, the goal is to help them take the next step in their professional careers.

It is the belief of the author that if the intern serves faithfully in the intern program for an extended amount of time, they are deserving of the church’s best efforts to make sure they are placed in a like-minded church. Based on numerous interviews with former interns, this project will determine the best way it can set interns up for future success.

Historical

It will be extremely important to make sure that proper research is completed regarding the history of Prestonwood Baptist Church and specifically how the intern program was started. It will also serve this project well to make sure that comparisons are made with other churches that have intern programs around the country.

²³ J. Oswald Sanders, *Spiritual Leadership*. 2nd rev. (Chicago: Moody Press, 1994), 51.

Statement of Methodology

The proposed design of the project will involve seven chapters. These chapters will build on top of each other creating essentially a “how-to” guide to establishing a successful and strategic intern program. Below is the chapter listing for the project as well as a summary of each chapter.

Chapter 1: Introduction

Chapter 2: Why is an Intern Program Important?

Chapter 3: The Process of Intern Development

Chapter 4: Writing a Church Intern Manual

Chapter 5: What Comes After the Intern Program?

Chapter 6: How To Improve the Intern Program

Chapter One – Introduction

The introduction of this project will essentially be this proposal. It states for the reader the direction of the project, why it is needed and what will be expected throughout. It consists of reasoning behind why the project should be put forth, a theological basis for the project, a statement of methodology as well as a literature review. The chapter concludes with the Literature Review.

Chapter Two – Why is an Intern Program Important?

Chapter Two will address the importance of a local church establishing an intern program. The goal of this chapter will be to present the benefits of an intern program from two distinct perspectives: the perspective of the intern and the perspective of church leadership or supervising minister. Interviews from current interns and staff members will fill the pages of this chapter.

Chapter Three – The Process of Intern Development

This chapter will show the in-depth process that Prestonwood uses to develop interns both professionally and spiritually. By giving ownership in ministry, training in classroom settings and allowing interns to use and exercise their spiritual gifts, Prestonwood is very strategic in the development of its interns. This chapter will also include what a monthly training session entails as senior staff members address and train our interns.

Chapter Four – Writing a Church Intern Manual

An Intern Manual offers doctrinal and structural guidelines that the local church and the intern agree upon for the duration of their partnership. This manual will serve as a covenant between the church and the intern and also be written with other churches in mind in order to help them establish an intern manual of their own. This manual will be detailed, specific and always serve to start the intern on the right track by letting him know exactly what is expected.

Chapter Five – What Comes After the Intern Program

After someone has served as an intern, what's next? This chapter will seek to answer how a local church helps its interns find their next place of service. Whether it is through promoting the intern within Prestonwood, finding them a like-minded church to serve or by assisting them in a church plant, this chapter will speak to the process of what taking the next step looks like. The detailed part of developing a church residency program is discussed in this chapter. The church residency program will be formed as a

“next step” for an intern who has graduated our program and wishes to have our support in a future church plant.

Chapter Six – How to Improve the Intern Program

Gaining experience in the local church is critical for young ministers that are still in training for ministry. There are certain advantages that come from being an intern. Those advantages include direct supervision from a staff member, a well-rounded education concerning all fields of ministry, quarterly reports that encourage personal, spiritual, and academic growth as well as practical ministry experience that can only come with an internship.

Over twenty-five interns from Prestonwood, both current and former, offered their analysis of the Prestonwood intern program. This chapter will explore the strengths and weaknesses of the intern program based upon personal experience and will hopefully serve as a guide in the future as to how the intern program can better train and equip young ministers for the gospel ministry.

Literature Review

Books

Ministry Greenhouse: Cultivating Environments For Practical Learning by George Tillman is an excellent resource for both the church desiring to train interns and the interns in training. Covering issues related to one’s calling in ministry to the relational dynamic between an intern and his or her mentor, Tillman has written a great, practical

resource that would benefit anyone seeking to start an intern program. It provides goals and specific questions to ask as an intern begins serving in a ministry capacity.

The Leadership Baton: An intentional Strategy for Developing Leaders in Your Church is perhaps the greatest resource for an Intern Program that exists. This is a resource written by pastors for the church. It speaks to the need of church-based training and gives extremely practical steps as to how to train and develop potential leaders. Rowland Forman, Jeff Jones and Brice Miller have given the church a great handbook for growing leaders.

A Primer for New Mentors by John Allen is a great book that is designed to educate and help people as they begin to mentor. Allen outlines the need for mentoring and offers insight into how to best develop those that are in a mentoring relationship. Any supervising minister that oversees an intern should read this book.

The Lost Art of Disciple-Making by LeRoy Eims establishes the very basics of what it means to make disciples. Any Intern Program must have as its foundation the desire to make better disciples of Jesus Christ. This book not only describes the necessity of disciple-making, but gives a 30 week plan that helps develop a person spiritually.

Courageous Leadership by Bill Hybels outlines very clearly the need for leaders to be developed and illustrates and explains how it can be done. Hybels' experience is his greatest asset as it relates to leadership. The goal of an intern program is to build and equip the next leaders of the church. This book gives principles as to how that can be done.

Breaking the Missional Code by Ed Stetzer and David Putnam helped in the research of this project primarily because its emphasis on Kingdom partnerships and leading

through change. Because interns will be leading in the future churches of America, they must be leaders that understand their calling and have the courage to meet the needs of the world in which they minister. Stetzer and Putnam have written a great book that motivates this type of mindset.

The Next Generation Leader by Andy Stanley is a great resource for an intern program because of the priority he places on receiving “coaching” from a mentor. He deals with very important leadership qualities in this book such as character, courage and competence, however his greatest advice is his plea to listen, learn and accept coaching from those that have more experience in life and ministry.

Planting Missional Churches by Ed Stetzer was particularly helpful writing the “launch phase” of this project. He devotes a great deal of research to planting churches, developing leaders, building a team and raising financial support. This book is holistic in its approach and should be read by any intern interested in planting a church.

The Multi-Site Church Revolution by Geoff Surratt, Greg Ligon and Warren Bird was beneficial to this project because of its research into the need of developing leaders in a multi-site context. An Intern Program benefits a church with this strategy because of the nature of its reproduction model. When a church multiplies its congregation, it must also multiply its leaders. An Intern Program is a built-in system that reproduces leaders and this book highlights how important and necessary this is.

Mentoring by Bobb Biehl served as a critical resource to this project because much of the internship at Prestonwood is focused on the aspect of mentoring. Each intern is paired with a supervisor and this resource helped to define the strengths and weaknesses

of what a mentor should and should not do. It gave a well-balanced approach to what is expected from a mentor and the one that is being mentored.

Rediscovering Pastoral Ministry by John MacArthur Jr. was a helpful resource as it provided biblical mandates and qualifications for pastors. With chapters on helping to clarify a pastor's calling, training, and character, this book is a great guide for ministers and ministers in training. Any first year seminary student or intern would benefit greatly from reading and applying this book.

Internet

www.leadnet.org is a website designed by Leadership Network. This website is extremely helpful in producing studies and research concerning innovation in ministry. This website serves the church by introducing pastors to the most relevant and up-to-date information concerning trends in the church. From subjects like leadership development to multi-site strategies and church planting, this website is an endless resource that helps one determine the next "wave" of ministry.

www.harvestbiblefellowship.org is a website that is beneficial to an intern program specifically as it relates to launching an intern into church planting. How Harvest trains, equips and plants young ministers is a model that can be sharpened and reproduced by other churches that are committed to furthering the Great Commission through church planting.

www.capitalhillbaptist.org is the website of Capital Hill Baptist Church in Washington D.C. This church has an excellent Intern Program as it relates to the

theological development of an intern. One could learn much from their application process and the strenuous schedule that an intern must keep.

www.fellowshipassociates.org is an organization that provides leadership development and a church residency planting program for future leaders in the church. It is highly effective and very helpful in sharing how it assesses future church planters and develops leaders. This organization is a model of what a Network of churches could look like and shows the value of a residency program.

www.arcchurches.com is a network of churches that are loosely connected that work together to plant churches. This website and its leaders were extremely helpful as the project leader designed the Prestonwood Network. This network plants churches and works with church leaders to provide resources and encouragement to them.

www.churchplantingvillage.net – This website is affiliated with the North American Mission Board of the Southern Baptist Convention. It answers all questions regarding church planting. It details what it takes to support a church plant and the preparation involved in starting a church. It has useful information for a potential church planter and is separated in three distinct categories: church planting, church partnering and field partnering.

Biblical

The relationship between Moses and Joshua is perhaps the greatest example of what an internship looks like in the Bible. Joshua is described as Moses' "assistant"²⁴ and was with him on nearly every occasion that God spoke to Moses. Moses mentored

²⁴ Exodus 24:19

Joshua, prepared him for future ministry, and helped establish Joshua as Israel's leader upon Moses' death.

Elijah and Elisha are two prophets in the Old Testament whose relationship needs to be explored in deeper detail. Elijah called Elisha to follow after him and essentially continued Elijah's ministry once he returned to heaven. The mantle of leadership is passed onto Elisha from Elijah and his role as successor is authenticated with a "double portion of his spirit."²⁵

Jesus and his disciples is the most consistent form and best example of mentorship and internship we see in the Bible. The gospel accounts are full of Jesus teaching, training, and equipping his disciples for ministry. His investment of time and how he served his disciples should be a model for all intern programs and how it seeks to develop its interns.

Paul and Timothy serves as a great example of what a relationship should look like between the supervising minister and intern. Paul viewed Timothy as his "son in the faith"²⁶ and consistently encouraged Timothy throughout Paul's life. They were ministry partners and Paul's investment in the life of Timothy can be witnessed by reading Paul's letters to Timothy. Paul instructed Timothy, answered his questions, and empowered him for ministry.

Articles

"Funding New Churches" is an article that considers the state of church planting within the USA. This article was an excellent resource that helped to define the limits a

²⁵ 2 Kings 2:9

²⁶ 1 Timothy 1:2

denomination or network should have in helping a church plant financially. This article was produced by Leadership Network.

“Church Multiplication Centers” is an article produced by Leadership Network that helped underscore the importance of leadership development within a local church. It lent affirmation to the intern program and gave important instruction into the process of planting churches.

“Are You a Church Planter” is an article written by Ed Stetzer of Lifeway Christian Resources. In this article, Stetzer communicates the importance of assessment and screening in the church planting process.

“Why Plant Churches” is an article written by Tim Keller, pastor of Redeemer Presbyterian Church. This is an excellent article that enabled the project leader to understand the biblical call for church planting as well as the resonating need for church planting.

“Creating a Culture of Internship in the Church” is an article written by Ray Chang. Ray is a pastor in Brea, California and his research of developing a culture of internship in the church was very helpful. Very practical in nature, this article asks five important questions that need to be addressed before considering whether or not to pursue having an intern program connected with one’s church.

Surveys

Twenty-six former and current interns were interviewed for this project. They answered ten questions based on their experience as an intern. Their answers are found

in Appendix B. The following is a list of the interns interviewed and the position and place in which they currently serve:

Jason Snyder – Married Adult Pastor, Prestonwood Baptist Church, Plano, TX
 Matt Kendrick – current pastoral intern, Prestonwood Baptist Church, Plano, TX
 Michael Guyer – student at Southeastern Baptist Theological Seminary, Wake Forest, NC
 Becca Benson – current junior high intern, Prestonwood Baptist Church, Plano, TX
 Scott Lehr – Pastor, Southbridge Church, Raleigh-Durham, NC
 Christina Delgado – current Prestonwood En Espanol intern, Plano, TX
 Steve Olsen – Pastor, Belton Baptist Church, Belton TX
 Chad Dean – Southern Baptist Missionary to France
 Brandon Harrison – Student Pastor, Grace Baptist Church, Santa Clara, CA
 Brock Benson – College Minister, Prestonwood Baptist Church, Plano, TX
 Dave Cash – Pastor, Windom Baptist Church, Bonham, TX
 Cole Hedgcock – Associate Pastor, First Baptist Jenks, OK
 Grant Janick – Student Pastor, Warren Baptist Church, Augusta, GA
 Jeremy Roberts – Southern Baptist Texas Convention, Grapevine, TX
 Josh Conner – student at Dallas Theological Seminary, Dallas, TX
 Chris Kouba – Dallas Campus Pastor, Prestonwood Baptist Church, Plano, TX
 Luis Llama – current children's intern, Prestonwood Baptist Church, Plano, TX
 Michael Burns – Housing Director, Oklahoma Baptist University, Shawnee, OK
 Bryan Cox – Associate to Young Marrieds, Prestonwood Baptist Church, Plano, TX
 Nick Floyd – Fayetteville Campus Pastor, Cross Church, Northwest, AR
 Roger Sappington – Small Groups Pastor, Pantego Bible Church, Arlington, TX
 Seth Carnes – Singles Pastor, Calvary Baptist Church, Alexandria, LA
 Scott Brooks – Pastor, The Door Church, Coppell, TX
 Zac Lambert – current married adult intern, Prestonwood Baptist Church, Plano, TX
 Will Hobbs – current senior adult intern, Prestonwood Baptist Church, Plano, TX
 Jeremy Winters – current missions and evangelism intern, Prestonwood Baptist Church, Plano, TX

Ten Supervising Ministers were interviewed for this project and asked questions about the intern program from their perspective. The questions are in Appendix C. The supervising ministers are listed alongside their current position in which they served and the number of years in which they interned if applicable:

Jeff Young – Minister of Spiritual Development, 3 years.
 Joe Perry – Minister to Missions and Evangelism, 11 years.
 Chris Kouba – Dallas Campus Pastor, 9 years (3 as an intern).

Connor Bales – Minister to Young Marrieds, 1 year.

Ed Upton – Minister to Single Adults, 1 year.

Jason Snyder – Minister to Married Adults, 3 years (1 as an intern).

Josh Rolf – Minister of Missions Mobilization, 8 years (3 as intern).

Bo Patterson – Minister to Young Singles, 6 years (2 as intern).

Chris Lovell – Minister to Student, 5 years.

Diana Pendley – Minister to Preteen Students, 18 years (3 as intern).

Chapter Two - Why is an Intern Program Important?

The goal of this chapter is to discuss the many benefits of an intern program. So much can be learned in a practical ministry setting like an intern program. The benefits of the intern program will be looked at in detail from specifically two different perspectives: the perspective of the intern and the perspective of church leadership. Interviews from both current and former interns as well as staff members that serve as supervising ministers fill the pages of this chapter.

Why is an Intern Program Important to the Church

Why an intern program important? George Hillman gives three important reasons for internships in his book, *Ministry Greenhouse*. They are as follows:

1. Internships Balance Theological Education
2. Internships Are Vital to Leadership Development
3. Leadership Development Needs a Greenhouse

He writes,

“the role of a college or seminary is not to force you to grow mentally, emotionally, physically, and spiritually. Rather the role of the school is to create a learning environment where you are more likely to enjoy success...an internship is one of the best possible learning environments in which you can place yourself.”²⁷

Certainly the intern program benefits the intern, but a church should consider an intern program because it actually helps the church become more effective. Jeff Jones writes:

“I am a champion of church-based internships, not only because of how internships have shaped me, but also because I’ve seen how internships benefit the church. As I’ve talked with people from other churches that have invested heavily in internships, without exception they share my appreciation for how internships have strengthened their churches. The many talented and godly men and women who have passed through our internship program have started new

²⁷ George Hillman, *Ministry Greenhouse: Cultivating Environments for Practical Learning*. (Herndon, VA: The Alban Institute, 2008), 9.

ministries, improved existing ones, and provided a ‘farm team’ for new staff hires when we need them. Almost all our current pastoral staff members were developed through our internship process.”²⁸

Before beginning an intern program, it is important to make sure that the church embraces the interns. After all, the interns will be serving alongside the ministers of the church, hopefully supporting the intern financially and enabling them to perform ministry assignments while still “in training.” Ray Chang has written five questions that every church needs to ask before considering an intern program.²⁹ The first question he asks is “Do you have a vision for investing in younger leaders?” He writes, “Leaders provide access points for internships and should lead the church to value the process.”

The second question is, “Are you willing to make a financial investment?” While some intern programs do not pay, most churches that ask and expect a lot from their interns do pay. Churches should be highly committed to the progress of its interns both spiritually and professionally and they should be compensated in some way.

The third question is “Is there someone who can personally oversee the intern?” This is important because the intern needs someone to be able to mentor, disciple and invest in them. From an intern’s prospective, this is very important because they need someone they can trust, ask questions to and learn from during their internship.

A fourth question Chang suggests a church answer before adopting an intern program is “Are you willing to give realistic assessments of the intern?” This is something you will see the Prestonwood Intern Program do on a consistent basis. Evaluating an intern’s performance is critical to their development. This involves asking

²⁸ Rowland Forman, *The Leadership Baton* (Grand Rapids: Zondervan, 2004), 173.

²⁹ Ray Chang, “Thursday is for Thinkers.” Edstetzer.com www.edstetzer.com/2010/07/thursday-is-for-thinkers-ray-chang (accessed March 29, 2011).

the right questions and making sure that time is allotted for deeper conversations to take place.

The final question Chang discusses is, “Is there a training process in place?” That is what this research is all about. We must answer these questions: Why is an intern program important and how can a church, specifically Prestonwood Baptist Church strategically train and develop its interns.

After interviewing both interns and ministers who supervise interns, the truths that Forman, Hillman and Jones write prove true.

The project leader interviewed ten senior staff members from Prestonwood Baptist Church. These staff members supervise anywhere from one to six interns each. Some of these ministers served as interns before eventually becoming ministers and so they have an excellent amount of knowledge as it relates to the intern program. Other ministers interviewed might not have served as interns, but have many years of ministry experience and they supervise interns as well.

The following is a list of the ministers interviewed, the position they serve on the Prestonwood ministry staff, how long they have served at the church and whether or not they served as interns previously to becoming a minister.

Jeff Young – Minister of Spiritual Development, 3 years.
 Joe Perry – Minister to Missions and Evangelism, 11 years.
 Chris Kouba – Dallas Campus Pastor, 9 years (3 as an intern).
 Connor Bales – Minister to Young Marrieds, 1 year.
 Ed Upton – Minister to Single Adults, 1 year.
 Jason Snyder – Minister to Married Adults, 3 years (1 as an intern).
 Josh Rolf – Minister of Missions Mobilization, 8 years (3 as intern).
 Bo Patterson – Minister to Young Singles, 6 years (2 as intern).
 Chris Lovell – Minister to Student, 5 years.
 Diana Pendley – Minister to Preteen Students, 18 years (3 as intern).

The first question that was asked to each supervising minister was, “Why do you think it is important for a church to have an intern program?” The two major themes that were repeated over and over again were that of discipleship and leadership development.

Discipleship

Discipleship is a very important part of the mission of the intern program. The mission of Prestonwood Baptist Church is “to glorify God by introducing Jesus Christ as Lord to as many people as possible and to develop them in Christian living using the most effective means to impact the world, making a positive difference in this generation.” Developing people (i.e. discipleship) in Christian living is a priority of the church and therefore a priority of the intern program.

Billy Hornsby writes, “In the Christian context, the intern process is called discipleship.”³⁰ The intern program in its own mission statement states that it exists “to provide men and women who have an assurance of God’s calling on their lives, practical church ministry and life skills training under the supervision and mentorship of the pastors, staff and members of Prestonwood Baptist Church.” Discipleship is the heart of the intern program because it is at the heart of our mission as a church.

Leroy Eims gives three primary principles from the life of Jesus that are incorporated into making disciples. He writes that Jesus was strategic in his discipleship process in how he “selected his disciples, associated with his disciples and he instructed his disciples.”³¹ This is an outline for what the intern program desires to do. It seeks to

³⁰ Billy Hornsby, *The Attractional Church: Growth Through a Refreshing, Relational and Relevant Church* (Nashville: Faith Words, 2008), 12.

³¹ Leroy Eims, *The Lost Art of Disciple Making* (Grand Rapids: Zondervan, 1978), 29-36.

select quality interns, spend time with them, invest in their lives and instruct them in how they can grow closer to Christ and develop professionally in their calling.

Jeff Young views the intern program as part of the discipleship process. He said,

“one of the key functions of the Church is discipleship and a key component of discipleship is equipping people for ministry. Most churches would say that God has blessed them immensely. An intern program allows them to be a blessing to an individual and church after church as the individual expands their influence in the years ahead. An internship affords a student a behind the scenes look at how ministries operate and help give a necessary balance between their theological equipping and the necessary pragmatic side. In addition, I believe it makes the sponsoring church more effective. They have additional help in serving the body, their community and another trusted voice on the inside to add input which assists in helping them reach their redemptive potential. (Appendix C, Young).

Josh Rolf, Prestonwood’s Missions Mobilization Minister refers to “obedience-based discipleship” when talking about the intern program. He writes:

“the intern program is a form of practical discipleship for the aspiring minister. Seminaries give only so much information, but the application is what ultimately leads to successful churches. The intern program allows students that are aspiring pastors to be placed in an incubator while they learn to practically apply church planting and growth principles. I believe in obedience-based discipleship over knowledge-based discipleship. It is a principle that has led to church planting movements around the world. The intern program implements an ‘obedience based discipleship’ type of training for up and coming ministers (Appendix C. Rolf).”

This type of discipleship is important because it represents “life on life” discipleship that produces action and a holistic approach to developing the intern. This is the type of discipleship that the intern program seeks to implement.

Lierderbach and Reid put it like this,

“Discipleship models are relegated to classroom teachings in Sunday School settings...with knowledge-based curricula instead of life on life, obedience-based discipleship. Thus, while the emphasis on apologetics and systematic theology has been, and will continue to be, a vitally important element of discipleship, there is a growing sense among many that the modern evangelical church has placed so much emphasis on rationalistic defenses and teaching the facts of faith

that it has neglected whole-life ministry and embodiment of the faith. The emphasis on orthodoxy has led to the unfortunate neglect of orthopraxy.”³²

The intern program seeks to disciple the intern in a way that is not limited to a classroom setting. Again, discipleship is holistic and this type of discipleship takes time and effort. As John Koessler suggests, this type of development must be a “church ministry strategy.”³³ It is hard to argue with discipleship being a core part of any intern program simply because it is a core part of the Great Commission. The “command of the Great Commission is: Make Disciples.”³⁴

Quoting The Great Commission, Ed Upton speaking of the importance of discipleship in the Intern Program said:

“The young men studying in our seminaries will be the ones who ultimately help shape the future of the church. It is our job, according to Matthew 28:19 to make disciples of all nations. This process of making disciples takes time and effort on our part as well as time and effort on the part of the young men we are trying to develop. One of the ways that a church can make disciples is through a program that allows men who are going into ministry to work alongside and learn ministry from someone who has been doing ministry for a long time. These men get the opportunity to work alongside a minister for at least a year and in some cases longer in order to develop necessary skills to be effective ministers. This is the essence of what disciple-making is all about (Appendix C, Upton).”

Discipleship is so very important to those supervising ministers who invest in the interns year round. So much is learned by observation, but spending quality time with the individual intern must be a priority to the supervising minister in order for the intern to gain the experience and ministry skills needed to grow and develop. Discipleship in

³² Mark Liederbach and Alvin L. Reid, *The Convergent Church: Missional Worshipers in an Emerging Culture* (Grand Rapids, MI: Kregel Publishers, 2009), 47.

³³ John Koessler, *True Discipleship: The Art of Following Jesus* (Chicago: Moody Press, 2003), 176.

³⁴ Terry Bowland, *Make Disciples! Reaching a Postmodern World for Christ* (Joplin, MO: College Press, 1999), 245.

this project is not determined by a workbook or narrowly defined by an intern learning certain biblical principles.

The discipleship that an intern receives in the intern program is the result of a highly developed relationship between the supervising minister and intern that fosters an environment of truth, encouragement, honesty and tough love. As Greg Ogden writes, “Jesus knew that he had to get beyond the superficial and prioritize a few if disciples were to be made. This required that his disciples have consistent, continuous exposure to his life, so that in the context of honest and open interchange, he could speak to the real stuff of their lives.”³⁵ This consistent exposure takes place only in a discipleship relationship.

Leadership Development

Another major reason a church should have an intern program is to help develop leadership. In Reggie McNeal’s book, *This Present Future* he writes, “We are in such a leadership crisis right now in the North America church. Simply put, we have a critical shortage of the right kind of leadership necessary to help the North American church become more missionally effective.”³⁶ The answer to this is effective church-based leadership that successfully transfers the DNA to the next generation. This only happens through strategic leadership development.

John Maxwell in his book *The 17 Indisputable Laws of Teamwork* writes, “the single greatest way to impact an organization is to focus on leadership development.” He

³⁵ Greg Ogden, *Transforming Discipleship: Making Disciples a Few at a Time* (Downers Grove, IL: InterVarsity Press, 2003), 67-68.

³⁶ Reggie McNeal, *A Work of Heart: Understanding How God Shapes Spiritual Leaders*. (San Francisco: Jossey-Bass, 2000), 121.

continues, “There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders, and continually develops them.”³⁷ The intern program at Prestonwood enables us to raise up leaders and continue to develop them.

As Forman, Jones and Miller write this is a “process built into the very fabric of a local church’s life and ministry.”³⁸ It is so important for churches to have this type of leadership development process. Bill Hull writes, “Intentional leadership development protects the church from evil and gives the church philosophical purity at the leadership level.”³⁹ He goes so far to say, “Good doctrine and scripture are not enough; they must be joined by a commitment to leadership development.”⁴⁰ So much of the future success of Prestonwood is tied to how we train and develop our interns.

This is also a very important part of the intern program because Prestonwood is a multi-site church and leadership development is critical for multi-sites. In the *Multi-Site Church Revolution* the authors warn that many multi-sites do not work because of a church’s lack of urgency in developing new leaders. The authors site one specific church and write, “multi-site didn’t work long-term for the church because it couldn’t develop enough leaders to keep up with all the opportunities associated with rapid expansion into multiple sites...leadership development is the number one essential for building and maintaining a multi-site church.”⁴¹ The intern program enables us to effectively train the future leaders of our church.

³⁷ John Maxwell, *The 17 Indisputable Laws of Teamwork*. (Nashville: Thomas Nelson, 2003), 185.

³⁸ Forman, *Baton*, 55.

³⁹ Bill Hull, *The Disciple-Making Church: Leading a Body of Believers on the Journey of Faith*, (Grand Rapids, MI: Baker Publishing, 2010), 185.

⁴⁰ Ibid.

⁴¹ Geoff Surratt, Greg Ligon, and Warren Bird, *The Multi-Site Church Revolution* (Grand Rapids: Zondervan, 2006), 179.

A critical part of this leadership development is what is modeled to the intern by the supervising minister. The supervising minister serves as a role model, example and coach to the intern. Andy Stanley refers to this type of person as a “leadership coach.” He writes that “an effective leadership coach: observes, instructs and inspires.”⁴² This is one of the major benefits of the intern program.

A supervising minister can be very intentional with the intern that serves along with him and coaches him in a way that others could not. As Chad Hall points out, “Coaching is an art of discovery more than the science of delivery.”⁴³ This type of coaching involves: listening, inquiring, truth-telling and affirming. This is how the intern program develops its leaders.

Chris Kouba writes extensively about the importance of leadership development within the intern program:

“The intern program is a built in system to develop leaders, it supports the local church and it’s ministries through the work of the intern, it keeps the staff young and sharp as they are continually around young guys who are actively involved in seminary and learning the new and cutting edge scholarship. It also allows new ministers to be built up from within the church (Appendix C, Kouba).”

Ed Upton ties the growth of the church back to biblical based leadership and knows this is what interns learn firsthand in the intern program. Jason Snyder views the intern program as an answer to “training the next generation of church leaders” and said that he would have “never survived” had he not been “mentored and disciplined” in the internship program (Appendix B, Snyder). Perhaps the greatest evidence of the intern program

⁴² Andy Stanley, *The Next Generation Leader: 5 Essentials for Those Who Will Shape the Future* (Portland: Multnomah, 2003), 119.

⁴³ Chad Hall, “Coaching from the Sideline”, <http://www.buildingchurchleaders.com/articles/2005/112105a.html> , accessed 12/20/11.

producing leaders is the fact that so many have gone on to different roles within Prestonwood or have been launched into other positions in different churches.

As George Hillman suggests, “leadership development needs a greenhouse.” Using the idea of a plant nursery, Hillman argues that intern programs provide the unique environment needed to help grow, protect and develop healthy ministers. Prestonwood’s intern program is a greenhouse for this type of leadership development. It is a place where interns can learn, but most importantly a place where they can “grow mentally, emotionally, physically, and spiritually.”⁴⁴

Benefits of the Intern Program from a Supervising Minister’s Viewpoint

Another reason that a church should have an intern program is because of the many benefits it awards the intern. Three themes were predominant regarding the strengths and benefits of the intern program from a supervisor’s standpoint:

1. Interns gain practical ministry experience
2. Meaningful relationships are developed
3. Future work-related possibilities increase

Gaining Practical Ministry Experience

Gaining practical ministry experience seemed to be the prevailing strength of the intern program among the ministers at Prestonwood. Supervising ministers were asked “What are the benefits of the intern program for a supervising standpoint?” Joe Perry wrote, “interns are more likely to ‘survive’ in ministry because of the experience” they receive from being a part of the program (Appendix C, Perry). Josh Rolf said that the “practical-applicative principles of ministry” is one of the greatest benefits along with the

⁴⁴ Hillman, *Ministry Greenhouse*, 9.

fact that the interns “learn in a safe and protected environment.” Conner Bales wrote, “the intern program is critical for our interns because it offers them real world ministry ‘practice’ that isn’t found in a classroom or book (Appendix C, Bales).”

Ed Upton echoes this sentiment. He writes, “the number one area our program helps our interns is in the realm of gaining experience (Appendix C, Upton).” Chris Kouba said, “Our program allows them to have very practical hands on experience doing real ministry. Sometimes this is through them doing the ministry (decision counseling, camps, VBS, and counseling those who walk up to the building) but also through observation.”

Jason Snyder writes, “The intern program teaches the value of hard work and ‘how to get your hands dirty’. Not all ministry is ‘pulpit ministry’ and we all need to realize the weight and day to day activity of ministry. I know that it helped me in that way.” He stated that perhaps the best lesson the intern program teaches is how to do real ministry “outside of the ivory towers at seminary (Appendix C, Snyder).”

In *The Leadership Baton*, Forman poses an interesting question that affirms this idea of gaining practical ministry experience in the intern program. He asks: “Does it make any sense to assume that a person is ready for pastoral ministry just because he or she has completed a theological degree? Doesn’t it make a lot more sense to equip people for ministry in the context of ministry? Certainly Bible college or seminary education is valuable, but as a supplement to church-based training, not as a substitute for it.”⁴⁵ The author agrees with this sentiment, as did all of the supervising ministers. If one is involved in our intern program, he will be developed into a leader by being intentionally coached, trained and equipped for ministry.

⁴⁵ Forman, *Baton* 175.

Meaningful Relationships are Developed

Another benefit of the intern program that was pointed out by several ministers was the relational aspect of the intern program. Prestonwood currently has thirty-one internships available. These interns serve alongside each other every day, meet with one another in social settings and travel to school together. Through spending so much time with one another, the interns develop quite a relationship and forge a life-long bond with each other and their supervising minister.

John MacArthur defines the relationship between the supervising minister and intern as nothing more than friends. He writes, “Discipleship is nothing more than building a true friendship with a spiritual basis. It’s not being friends with someone because you like the same sport, the same music, the same hobbies or work at the same place. At the core of your friendship should be openness about spiritual issues, which will carry your discipling relationship along.”⁴⁶

Chris Kouba writes, “a huge benefit is the relationships they are able to make with other interns. The intern program allows them to process what they are learning in seminary and this continues once they are out of the internship through collaboration and mutual learning in their respective churches.” He continues, “The networking aspect alone is worth having the intern program, both for the intern but also for the supervisor.”

Joe Perry stated that a major strength of the intern program was having “an older guy care about them.” He writes, “My interns ask me questions often and I wonder who guys have to turn to who never went through an internship (Appendix C, Perry).” Jason Snyder added to this thought by writing:

⁴⁶ John MacArthur, *The Master’s Plan for the Church* (Chicago: Moody Publishers, 2008), 67-68.

“the mentor is able to help the intern find their direction and calling. Sometimes folks feel called to ministry and they have no idea what piece they are called to. There are some interns that strongly feel they are called to preach and yet they couldn’t teach their way out of a paper bag. We can help them find their calling in ministry.”

It is through the relationship that is developed and maintained that supervising ministers can address certain weaknesses in an intern’s life, speak the truth in love and help guide them to make wise decisions concerning life and ministry.

In Thom Rainer’s book *Essential Church*, he notes that many dropouts in churches “did not feel connected with people in the church” and had “no meaningful relationships with other members of the church.”⁴⁷ If this is true as it relates to our church members, it is possible that it could exist in our intern program. The relationships developed between the interns and each other as well as their supervising minister lessens the chance that one could “dropout” of the program and the church altogether.

Future Work-Related Possibilities Increase

Because the internship is so extensive in the discipleship and mentoring process, Connor Bales states that the church prepares the intern for “church order, organization, structure and leadership” therefore propelling him from a practical ministry standpoint ahead of those who may have seminary degrees, but no on the job training. Jeff Young adds that the intern program “shows the intern habits and skills that are necessary in leading a volunteer army.”

Due to this type of education and in the type of environment of Prestonwood, Josh Rolf concludes, “exposing the interns to children’s ministry, adult ministry, pastoral

⁴⁷ Thom S. Rainer and Sam S. Rainer, *Essential Church?: Reclaiming a Generation of Dropouts* (Nashville, TN: B&H Publishing, 2008), 145.

ministry, worship ministry and missions as well...they are attaching themselves to a well-known church, which will benefit as they look for opportunities down the line.” Joe Perry agrees that “exposure” to Prestonwood’s “unique and varied ministry has to be huge.”

As Thumma, Travis and Warren write in *Beyond Megachurch Myths*, “Megachurches may have an overabundance of interns and actually seek partners to help find places of meaningful service outside their own congregation.”⁴⁸ If the intern is faithful and serves the church well, the goal of the intern program as mentioned later is to launch the intern into their next place of service. Working hard and developing good relationships with supervising ministers that have pockets of influence from previous churches served helps the intern in his or her future work possibilities.

Benefits of the Intern Program from an Intern’s Viewpoint

Interestingly, the strengths that were valued by the supervising minister were almost identical to those that were listed by the intern. The project leader asked twenty-six current and former interns what they viewed were the strengths and benefits of the intern program. The top three answers given were:

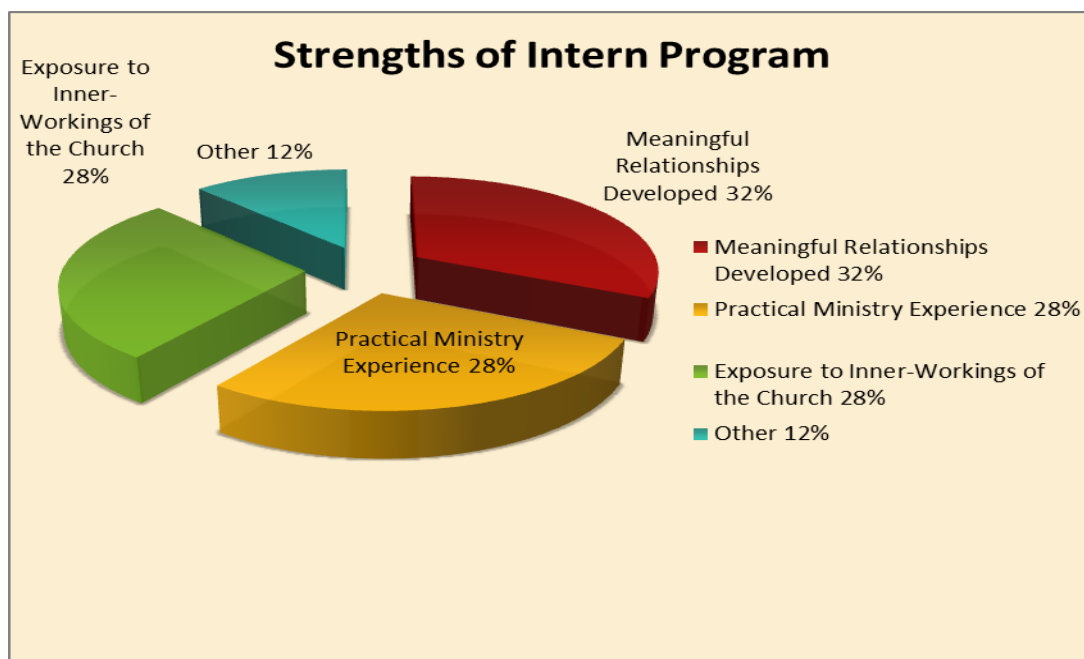
1. Meaningful Relationships are Developed
2. Exposure to Inner-workings of the Church
3. Gaining Practical Ministry Experience

The following is a list of both current and former interns that were interviewed and the position they are currently serving now:

Jason Snyder – Married Adult Pastor, Prestonwood Baptist Church, Plano, TX

⁴⁸ Scott Thumma, Dave Travis, and Rick Warren, *Beyond Megachurch Myths: What we can Learn from America’s Largest Churches* (Dallas: Leadership Network, 2007), 134.

Matt Kendrick – current pastoral intern, Prestonwood Baptist Church, Plano, TX
Michael Guyer – student at Southeastern Baptist Theological Seminary, Wake Forest, NC
Rebecca Benson – current junior high intern, Prestonwood Baptist Church, Plano, TX
Scott Lehr – Pastor, Southbridge Church, Raleigh-Durham, NC
Christina Delgado – current Prestonwood En Español intern, Plano, TX
Steve Olsen – Pastor, Belton Baptist Church, Belton, TX
Chad Dean – Southern Baptist Missionary to France
Brandon Harrison – Student Pastor, Grace Baptist Church, Santa Clara, CA
Brock Benson – College Minister, Prestonwood Baptist Church, Plano, TX
Dave Cash – Pastor, Windom Baptist Church, Bonham, TX
Cole Hedgcock – Associate Pastor, First Baptist Jenks, OK
Grant Janick – Student Pastor, Warren Baptist Church, Augusta, GA
Jeremy Roberts – Southern Baptist Texas Convention, Grapevine, TX
Josh Conner – student at Dallas Theological Seminary, Dallas, TX
Chris Kouba – Dallas Campus Pastor, Prestonwood Baptist Church, Plano, TX
Luis Llama – current children's intern, Prestonwood Baptist Church, Plano, TX
Michael Burns – Housing Director, Oklahoma Baptist University, Shawnee, OK
Bryan Cox – Associate to Young Marrieds, Prestonwood Baptist Church, Plano, TX
Nick Floyd – Fayetteville Campus Pastor, Cross Church, Northwest, AR
Roger Sappington – Small Groups Pastor, Pantego Bible Church, Arlington, TX
Seth Carnes – Singles Pastor, Calvary Baptist Church, Alexandria, LA
Scott Brooks – Pastor, The Door Church, Coppell, TX
Zac Lambert – current married adult intern, Prestonwood Baptist Church, Plano, TX
Will Hobbs – current senior adult intern, Prestonwood Baptist Church, Plano, TX
Jeremy Winters – current missions and evangelism intern, Prestonwood Baptist Church, Plano, TX



Meaningful Relationships Are Developed

Relationships With Other Interns

Out of all of the answers received, it was easy to see that current and former interns view the greatest benefit of the intern program being the fact that relationships are established, developed and maintained. Bryan Cox wrote, “My greatest experience has been to work alongside of other great interns as a brotherhood that fosters community and growth (Appendix B, Cox).” Josh Conner wrote:

“My greatest experience has simply been the friendships I have made. I have met some of the most godly men and women, who have since become my best friends. I don’t think that ever would have happened had I not become an intern here.”

This is something that was repeated over and over again. Michael Burns stated “being with other interns and building those relationships” was the greatest strength of the intern program (Appendix B, Burns).

There is no doubt that the relational aspect of the intern program is a major reason that churches should consider establishing an intern program. The relationships that

interns have with one another are vital. It helps develop team chemistry, build a healthy morale and teaches them to lean on one another in tough times. As Nick Floyd stated, “getting to do life with guys who are in the same stage of life” meant so much to him (Appendix B, Floyd).

Relationships With Supervising Minister

Not only are relationships developed with other interns, but within this category of healthy relationships being established, interns interviewed greatly appreciated the relationship they had with their supervising minister. Jason Snyder wrote of his relationship with his supervising minister David Shivers that, “David put me into situations where God could use me over and over again...Through this relationship with David, I was able to build some key relationships.” Michael Guyer spoke to the relationship he had with his supervising minister:

“I think it was the greatest aspect of the internship for me. I had the opportunity to work closely with my supervising minister. Having the opportunity to interact on a daily basis kept me focused on what was most important and I felt like I was being invested in and mentored in ministry (Appendix B, Guyer).”

Will Hobbs states that his relationship with his supervising minister has been “very beneficial” and that “opportunities for occasional mentorship, bouncing ideas off each other and seeing how they apply those ideas have been great (Appendix B, Hobbs).” Bryan Cox mentioned that his supervising minister has served as a counselor to he and his wife and also “sets clear expectations of work and excellence.” He went on to say that his supervisor is a “mentor who schedules monthly meetings to sit down with me alone and answer my questions or coach me in areas of strength and weakness.”

When supervising ministers spent time with the intern outside of the office and gave them responsibilities more than tasks, it increases the positive experience the intern had while serving in the intern program. Jeremy Roberts served as the pastor's intern and he shares what meant so much to him as he was getting ready to leave the intern program to begin pastoring:

“My greatest memories were hanging out with Pastor Graham and him mentoring me. He is one of the finest men of God I know. I particularly enjoyed a dinner we had in downtown Dallas where he bought me a steak dinner and told me he is proud of me.”

It is the personal time and attention that the supervising minister invests in the intern that the intern most remembers about serving in the intern program. Steve Olsen comments regarding the time he spent with his supervising minister Brian Milby:

“I had an excellent relationship with him. Brian understood having to balance working at Prestonwood as an intern and going to school because he had done the same. He entrusted me with many responsibilities and took time to counsel me in areas of ministry (Appendix B, Olsen).”

Dave Cash served in our student ministry and now as a senior pastor. He reflects back on his internship and the relationship he had with his supervising minister, Matt Surber and it serves as an example of what Prestonwood longs to produce in the relationship between the supervising minister and the intern:

“The relationship I had with Matt Surber was special. He never made me feel like I was an intern, but made me feel like I was an important part of the youth ministry. He was patient with all my questions and inexperience and he taught me so much. Matt always took me into meetings and on trips so that I could see firsthand how things worked. He took me to hospitals and family visits as well so I would know how to handle those difficult situations. Even after I left Prestonwood Baptist Church he always had time for me. We maintain a close friendship and accountability relationship today (Appendix B, Cash).”

Relationships with Church Members

Interns remarked that they value relationships with one another, with their supervising minister and because they are so involved in ministry during their time here, they enjoyed developing relationships with church members. Rebecca Benson wrote of her most fond memory of the intern program:

“There is one student that I have had the privilege of building a relationship with over the past year and half. I have watched and gotten to be a part of her truly falling in love with God. She began 7th grade like a normal kid. She has been in church her entire life. She doesn’t have the best home life, but she always has a smile on her face. During her 7th grade year, she was at everything that we had, involved in everything, maybe reading her Bible some each week, and just a good kid. Then, over this past summer, everything changed. She went on the junior high mission trip to New Orleans with us in July, and God totally flipped her world upside down. He grabbed this little girl’s heart in a way that I have never seen before. She served people regardless of any possible stigma that you could imagine. She showed them God’s love and shared the gospel with them unashamedly. She started digging into God’s word as hard as she possibly could. When we got home, she lived exactly the same in Dallas as she did in NOLA. She has led I don’t know how many of her friends and classmates to the Lord. She brings new friends to church with her all of the time. Last week she explained to me how she shared the gospel with a deaf/mute in her class by having a conversation on paper. Since July, I have received a text message from her every single day about what she has read in her Bible and learned that day. She sends this message to every contact in her phone. She has been persecuted by peers at school, but she continues to find confidence and joy in the Lord. Madison Wetherington has truly blessed my heart... (Appendix B, Benson)”

Relationships like this with church members are critical to the Intern Program’s success.

Roger Sappington writes, “My greatest experience as an intern was discipling high school students. It brought me great joy to see them grow spiritually (Appendix B, Sappington).” It seems that although the relationship building is a process and takes time, once an intern understands that he or she has been invested in, they then begin investing in others.

Jason Snyder wrote,

“I will never underestimate the power of a relationship. Personal touches could possibly be the most important function of a minister. It is essential that people receive notes, phone calls, and emails encouraging them, thanking them, and asking them to do great things.”

The single greatest benefit of an intern program is the relationships that are developed while serving in the program.

Exposure To Inner-Workings of the Church

An intern is required to work twenty-five hours a week not including weekends and special events. During this time, they take part in staff meetings, sit in on discipleship and counseling sessions and see the “inner-workings” of the church. Chad Dean said, “Interns are included in ministry meetings, involvement during weekend services and are mentored (Appendix B, Dean).” It should not surprise those reading that the interns value this education of the church.

While all interns are in school learning theology, it is the intern program that teaches them how the church really operates and is organized. One of the major ways that we teach them this is through the Intern Development Meetings (Chapter 3). Each former and current intern was asked, “What were the top three things they learned while serving as an intern at Prestonwood?”

It appears that when an intern refers to the “inner-workings” of the church, he is referring to how vision is cast, exposure to different ministries, how to effectively team-build, and the overall structure of follow-up and ministry contacts. Most of the answers given by the interns fall under the broad category of exposure to how the church operates and makes decisions. Steve Olsen commented:

“Prestonwood is not a typical church. An intern is exposed to a different level of ministry that they cannot get in most church settings. Even if the person does not go on to serve in a megachurch, they are helped by such an experience.”

Learning Vision

George Barna has defined vision as “a clear mental image of a preferable future imparted by God to His chosen servants and is based upon an accurate understanding of God, self and circumstances.”⁴⁹ An intern is actively involved and engaged in the future vision of the church. From hearing it repeated in meetings to being preached and presented before the congregation, interns have the unique opportunity to see vision both birthed and fulfilled. Pat Williams writes, “a vision should be extreme, bold, and even intimidating.”⁵⁰

Jeremy Winters writes that learning vision from the church leaders has been of utmost importance to him:

“I have learned the necessity of vision. The minister is the vision caster for the church. It is an important task as the strategy for accomplishing the will and work of God for and by the body of Christ. Without vision and direction, the church will remain stagnant and ineffective in growing and engaging the community around the church. The vision must also be large, encompassing the world. God is a global God and so must be his church (Appendix B, Winters).”

Learning From Different Ministries

The interns are introduced to a variety of different ministries and must serve in different ministry settings throughout their internship. Whether it is during Vacation Bible School with the children, student camp in the summers or teaching in a retirement center, the goal is to give interns a well-rounded view of what it takes to lead in a church.

⁴⁹ George Barna, *The Power of Vision: Discover and Apply God's Vision for Your Life And Ministry* (Ventura: Regal Books, 2009), 26.

⁵⁰ Pat Williams, *Extreme Dreams Depend on Teams* (New York: Center Street, 2009), 85.

Will Hobbs said the intern program has given him “great experience spread over different areas of ministry – teaching, greeting, events, discipleship, counseling, benevolence and more.” Christina Delgado wrote, “Being an intern at Prestonwood, I am exposed to so many different facets and areas of ministry of which I was not previously aware. I feel that this internship is great training for future ministry (Appendix B, Delgado).”

Scott Brooks mentioned that he thought a strength of the program is the “wide range of responsibilities and exposure to various facets to the church including children’s ministry, missions, etc. (Appendix B, Brooks).” Roger Sappington wrote that one of the major strengths was the “opportunity to learn ‘best practices’ in specific areas of ministry.” Seth Carnes saw value in the “leadership structure of the church” and Michael Guyer commented that the “exposure to a number of different ministry opportunities” was a great strength.

Josh Conner wrote, “I feel like I have been afforded every opportunity to learn the ministries here at Prestonwood. From launching new classes, to church wide events, to Wednesday Bible Studies, I have learned how they operate and been given insight into what goes into them.”

Learning in these different ministry environments is crucial to the development of the intern. Again, if the goal is holistic ministry, it makes sense that the intern is introduced to the whole of the church. The intern program works extremely hard at making sure that the intern is not caught in a “silo-mentality.” In describing how to develop a team that serves together, Malphurs writes that an internship program must

“Work hard at dismantling any ministry silos. Any staff person who believes that his or her ministry is the most important ministry in the church and sees the other primary disciple making ministries as less important has created a ministry silo.

The result of such an attitude is that he or she diminishes the others and their ministries and fails to communicate and work tighter with the other staff.

Ministry silos are ministry killers when it comes to making disciples and must not be tolerated in Christ’s church or they will bring it to its knees.”⁵¹

These are strong words that must be taken to heart when it comes to the intern program. Interns must serve in different ministries of the church and attend the intern development meetings hosted each month. These are just two small ways that the intern program attempts to break the “silo mentality” and cause the intern to appreciate the various ministries within the church.

How To Team-Build

One of the great benefits of serving under a supervising minister is that the intern becomes part of a team. The interns serve on either the pastoral team, adult education team, children’s ministry team, or the student ministry team. By serving on the church staff and these individual teams, the intern can learn the importance of being on a team and learning the value of being a team player.

Gary McIntosh writes “Team ministry flows from the precepts and practices of God’s leaders in both the Old and New Testament. Teams form the foundation for

⁵¹ Malphurs, *Advanced Strategic Planning*, 122.

effective ministry in every age.”⁵² He goes on to give examples of teams in the Old Testament from Moses and Aaron leading Israel out of slavery to David fighting alongside his mighty men to Nehemiah recruiting help to rebuild the walls. The New Testament is full of examples of teams as well. Jesus had his disciples and the early church is almost always seen together in groups. In Acts 13 the church in Antioch sent Paul and Barnabas out to minister together. Later in Acts 15 Barnabus and John Mark traveled and ministered together while Paul and Silas went to Syria. Eventually, Timothy joined Paul’s ministry team. It is important that the interns enrolled in the intern program feel as if they are a part of a team and that they are working with others toward a common goal. This is what makes a team healthy and effective. Dan Reeves, founder of the Reeves Strategic Consultation Services writes, “Church staff teams remain healthy when the team members own a common vision, believe in the team, trust each other, practice open communication, and view conflict positively.”⁵³

Brandon Harrison spoke about this issue of teambuilding based upon his experience working as an intern in student ministry. He writes, “I learned the importance of a team and how to build a team. Chris and Phil were great at building and creating a team environment, which allowed everyone in our offices to have ownership of the ministry.”

Christina Delgado writes, “My greatest experience has been working as a team with the pastor, volunteers, and the leaders in the English Children’s ministry. I have had the opportunity to see the body of Christ in action. Being able to bridge between the

⁵²Gary McIntosh, *Staff Your Church for Growth: Building Team Ministry in the 21st Century* (Grand Rapids: Baker Books, 2000), 88.

⁵³ *Ibid.*, 96.

English and Spanish church, I have had the opportunity to see people's hearts to work to serve the Lord together, even in the midst of cultural misunderstandings."

Church as a team is essential. Wayne Cordeiro has written perhaps the most exhaustive book on what this should look like. He writes, "In doing church as a team, leaders live to make other team members successful."⁵⁴ This is one of the major goals and benefits of the intern program. It teaches and models for the intern the value of teamwork and how to team build.

Structure and Follow-up

One of the greatest strengths of the intern program is teaching the interns the basics to the ministry. These basics include follow up phone calls, administrative duties and organizational workcharts within the Bible Fellowship Ministry. Almost all of the interns commented on the fact that they were grateful for the opportunity to learn and be held accountable to what Prestonwood considers to be the basic fundamentals of ministry.

These fundamentals are what keep people from "going out the back door."⁵⁵ Prestonwood's fundamentals of ministry can be found in our *Adult Bible Fellowship Leader Guide*. This manual defines for our leaders what Prestonwood considers successful ministry. We teach our members how to contact prospects, follow up with them and then plug them into leadership.⁵⁶ While this happens on a class-by-class micro-

⁵⁴ Wayne Cordeiro, *Doing Church As A Team*. (Ventura: Regal Books, 2001), 218.

⁵⁵ John R. Bisagno, *Letters to Timothy: A Handbook for Pastors*. (Nashville: Broadman and Holman, 2001), 214.

⁵⁶ Jack Graham and Jeff Young, *Adult Bible Fellowship Leader Guide* (Plano, TX: Prestonwood Church, 2010), 17-19.

level at Prestonwood, interns serve at the macro-level and initiate this same process for the church as a whole.

Cole Hedgecock reflected that being “exposed to the system- it is simple: guest follow-up, fill out the organizational chart, and build relationships. It was the fact that Prestonwood was great because it did small things correctly (Appendix B, Hedgecock).” Jason Snyder summed up what many of the interns said by stating, “There is a lot of ‘behind-the-scenes’ work that needs to happen for a church to function like it does. I sort of knew this, but God taught me this in a very real way while I was an intern.” Josh Conner wrote that because of his internship he knows “how to run an effective system of reaching out to people and how to start new Bible Fellowship classes and organize events.”

These are the “little” things that many churches take for granted, but the intern in our program learns to appreciate and value the little things. They are the basics of ministry that can’t be neglected and must be embraced for the church to continue growing. This is information that would not have been learned in the seminary classroom, but is taught in the first few weeks as an intern at Prestonwood and continually referred back to.

Interns are immediately immersed into this ministry so they can learn in the fastest way possible and be forced to ask questions of others. This immersion is strategic and very important. As Reza Sisakhti writes, “By immersing learners in a new environment, internships enable learners to tap into the experiences and learning of

others.”⁵⁷ As they learn leadership, structure, and follow up, interns inevitably begin trusting one another and counting on one another.

Gaining Practical Ministry Experience

A final benefit listed by those that have served or are currently serving as interns is the practical ministry experience that is learned through the intern program. Brock Benson reflected on his time as an intern and wrote that he had “the ability to do a lot of hand on ministry right from the start.” In an attempt to develop strong leaders, one of the training objectives of the supervising minister is to give responsibilities away, not simply hand down tasks. This does not happen over time but at the very beginning of the internship. The philosophy is to get the intern in the middle of the action and let him learn on the go. Jeremy Winters says it like this: “My supervising minister’s approach is to throw you in the deep-end and let you figure it out. If you have any problems come to him.”

Rebecca Benson sees the practical ministry experience as a huge strength and blessing in her personal development. She writes:

“The opportunities are endless...I think the greatest thing about the program is the opportunity to learn through doing. By this I mean that the intern program does not just allow you to make copies, blow up balloons, and make snow cones, but there is actual responsibility to write curriculum, teach, disciple and lead.”

Dave Cash echoes this, “I was not there just to fill ice chests and load the buses. I was able to teach, counsel and plan events that enabled me to know what to do when I was over a ministry.” Allowing interns to “get their hands dirty” in ministry helps them build their spiritual gift.

⁵⁷ Reza Sisakhti, *Effective Learning Environments: Creating a Successful Strategy for your Organization*, (Alexandria, VA: ASTD, 1998), 85.

Michael Guyer wrote, “I really feel like I was given a lot of opportunities to exercise my gifts. I learned a lot about my weaknesses, but was constantly encouraged and put in new opportunities to lead and serve that have prepared me for future ministry, even the ministry that I am doing now.” Steve Olsen recounted, “The position of intern was not a come and observe position. It was a come and get involved position. A person definitely learned ministry from a hands on perspective.”

Bryan Cox wrote, “It has been great to not only do the administrative work of the church but also to counsel, teach, and organize people to do ministry. Actually doing ministry has been the greatest experience.”

Luis Llama said, “You are worked hard with many different assignments but you also have plenty of opportunity to teach, lead and do hands on ministry... (Appendix B, Llama).” Every intern appreciated the opportunity they were given to actually practice ministry. Grant Janick wrote, “I didn’t feel that I was just there doing grunt work, but rather working, adding value to the ministry (Appendix B, Janick).”

The intern program does so much to build up and invest in the intern. As a result the intern develops relationships that will provide constant support, begins to understand how the church operates and is organized, and gains practical ministry experience. There is not a school or training ground out there that could prepare the intern for local church ministry like an intern program that is intentional and strategic in the way that it leads and disciples its interns.

Chapter Three – The Process of Intern Development

This chapter will show the in-depth process that Prestonwood uses to develop interns both professionally and spiritually. By giving them ownership in ministry, training them in classroom settings and allowing them to use and exercise their spiritual gifts, Prestonwood is very strategic in the development of its interns. This chapter will also include what a monthly training session over a three year time period entails as senior staff members address and train our interns.

Prestonwood supports its interns with a generous salary as well as invests in their future by resourcing the intern with books, helping to build their theological library. The supervising minister is also responsible for filling out a “Quarterly Intern Report” and going over that report with the intern. Finally, the Teaching Pastor holds an annual review with each intern in order to discuss strengths, weaknesses and future possibilities.

Intern Development Meetings

Personal, Professional and Spiritual

This chapter will assume that an intern begins his work in January and will offer a month-by-month analysis of the “Intern Development Meetings” over a three-year time.

These meetings are mandatory for all interns that serve in the intern program. Each meeting last 2-3 hours and consists of:

1. Hearing from senior staff members – these staff members share their testimony and ministry philosophy while addressing their particular area of ministry.
2. The interns are given a resource by the staff member. Typically it is a book that is recommended and that has been influential in that staff member’s life.
3. The interns are provided lunch and offered a question and answer time with the staff member addressing them that day.

All of the Intern Development Meetings have a desired objective and are meant to allow the intern to get to know a senior staff member that they may not know or work closely alongside. This helps make a church that is extremely large feel small and allows the intern to hear the senior staff member's testimony. It helps the interns to hear and understand that many of the senior staff members come from very humble beginnings.

The Intern Development Meetings also encourage a concept of teamwork among the interns and allows them to see each other during the month. Many work in different areas of the church and do not have the opportunity to spend much time together outside of the specific teams they serve on. These monthly meetings provide the interns with a "window" into the church and enable them to see the "why" and "how" behind Prestonwood Baptist Church and the way in which it does ministry.

The professional development of the intern is critical to the success of making sure the intern grows on a personal level. This phase of the development ensures the intern has a well-rounded education of what it takes to staff, organize and run a church. Their professional development is also important because the intern must mature. These development meetings produce and underscore communication, appearance, and habits that will help the intern as they represent the church with members and nonmembers of Prestonwood's community. Intern development meetings seek to help the intern reach his or her "professional potential,"⁵⁸ which is a critical component of the program.

Year One

January

Senior Staff Member – Dr. Jack Graham, Pastor

⁵⁸ Lynn Schafer Gross, *The Internship Experience* (Prospect Heights, IL: Waveland, 1987), 27.

Objective – Introduce Pastor Graham to the current interns and allow him to share with them the mission statement of Prestonwood Baptist Church and how the interns can make the most of their time in the intern program.

Resource – *The Saving Life of Christ* by Ian Thomas

February

Senior Staff Member – Mike Buster, Executive Pastor

Objective – Mike shares with the interns the history of the church, the overall structure and organization of the church and the doctrines of the church.

Resource – *Spiritual Leadership* by J. Oswald Sanders

March

Senior Staff Member – Todd Bell, Worship Pastor

Objective – Todd shares with the interns the relationship that must exist between the Pastor and Worship Pastor as well as the importance of worship planning and large events.

Resource – *Real Worship* by Warren Weirsbe

April

Senior Staff Member – Joe Perry, Missions and Evangelism Minister

Objective – Joe speaks with the interns regarding the importance of sharing their faith and his philosophy on evangelism and mobilization. He also trains the interns to share their faith.

Resource – *Concentric Circles of Concern* by W. Oscar Thompson Jr.

May

Senior Staff Member – Marc Rylander, North Campus Pastor

Objective – Marc teaches the interns about Prestonwood's multi-site strategy and how a Campus Pastor leads individual sites.

Resource – *A Work of Heart* by Reggie McNeal

Intern Development meetings break for June and July due to summer break and a busy summer schedule. The interns are required to serve at either junior high or senior high camp and they must serve at preteen camp. These two camps not only allow all of the interns to work together, but it helps them develop an appreciation for the different ministries of the church.

The month of August is a time for the interns to begin to be refocused on school and get back into a regular schedule at church. Rather than doing an Intern Development Meeting in August the church provides an all-expense paid retreat to reward them for their hard work over the summer and to prepare them for the coming semester.

The office of the Teaching Pastor plans the retreat, which includes a day of fun somewhere locally, a night at a hotel, and then a team building time the next day. This retreat is a “no agenda” retreat except for the team-building that takes place and some spiritual components that are spread throughout the two days. The retreat ends with a dinner at one of the senior staff member’s homes. This retreat is meant to thank the interns for their hard work and to get them ready and prepared for the coming semester. It is at this retreat that we give them the dates for the upcoming fall Intern Development Meetings.

September

Senior Staff Member – Alan Monk, Business Administrator

Objective – Alan walks the interns through the various business structures of the church, informs them of the different committees and shows them the “business” side of the church.

Book – *Courageous Leadership* by Bill Hybels

October

Senior Staff Member – Dr. Larry Taylor, Prestonwood Christian Academy Head-Master

Objective – Dr. Taylor talks to the interns about the working partnership between the local church and school.

Book – *The Scandal of the Evangelical Mind* by Mark Noll

November

Senior Staff Member – Jeff Young, Minister to Spiritual Development

Objective – Jeff leads the interns through the organizational work-chart of the education ministry as well as speaks to the importance of follow up and making contacts.

Book – *Good to Great* by Jim Collins

December

Senior Staff Member – Steve Byrd, City Missions Minister

Objective – The interns will learn from Steve the work that Prestonwood does in the city in regards to apartment ministry, the benevolence ministry, the food and clothing pantry as well as the Christmas Store and prison ministry.

Book - *10 Things Every Minister Needs to Know* by Ronnie Floyd

Year Two

January

Senior Staff Member – Neal Jeffrey, Associate Pastor

Objective – Neal oversees the prayer ministry and hospital visitation ministry of the church. He also performs an extensive amount of weddings and funerals. The interns learn how to effectively minister to those in bereavement, perform a hospital visit and are taught how to counsel and perform weddings and funerals during this session.

Book – *The Cross of Christ* by John Stott

February

Senior Staff Member – Jarrett Stephens, Teaching Pastor

Objective – Jarrett teaches the interns how to baptize, lead in the Lord’s Supper and gives a brief overview of the importance of denominational life. For those interested in preaching, he walks them through how to effectively organize and prepare a sermon.

Book – *Pursuit of God* by A.W. Tozer

March

Senior Staff Member – Sondra Saunders, Children’s Minister

Objective – Sondra leads the interns through her philosophy and strategy on reaching children. She discusses issues of safety, promotion, large events and the special needs ministry.

Book – *Man of God* by Jack Graham

April

Senior Staff Member – Ron Kelly, Director of Prestonwood Foundation

Objective – Ron leads the interns through all of the different ministries that the Foundation oversees including planned giving, the writing of wills, endowments and financial counseling. He closes the session with the interns on a seminar about personal finances speaking of the importance of personal responsibility and having a biblical mindset regarding money and possessions.

Book – *Money, Possessions and Eternity* by Randy Alcorn

May

Senior Staff Member – Chris Lovell, Student Pastor

Objective – Chris talks with the interns about reaching students in today’s culture. He goes over his philosophy of campus evangelism and leadership development for students in junior high and high school.

Book – *Doing Church as a Team* by Wayne Cordeiro

June through August

The interns take a break just as in year one and must serve in the children’s camp and the student camp as long as they serve as an intern. August is the time of the annual retreat and we begin the Intern Development meetings back in the fall.

September

Senior Staff Member – Dr. Jack Graham, Pastor

Objective – The only objective for Pastor leading this development time in year two is to be in front of the interns one more time and to share with them his heart and challenge them on a personal level as it relates to their devotional time with the Lord.

Book – *Knowing God* by J.I. Packer

October

Special Guest – Mike Fechner, President of H.I.S. BridgeBuilders

Objective – The interns take a field trip downtown to the inner-city ministry known as H.I.S. BridgeBuilders. They hear from Mike who talks about the importance of urban ministry and city revitalization. He addresses house churches and holistic ministry as it relates to education, job training and spiritual discipleship.

Book – *Remarkable Prayers of the Bible* by Jim George

November

Special Guests – Ron Murff, Eddie Caldwell, Johnson Ellis and Marcus Laughlin and Scott Turner

Objective – These are members of Prestonwood Baptist Church who are successful businessmen in the community. They have served in various leadership capacities including some on committees, some as chairman of the deacons and others as Bible Fellowship Teachers. The goal is for the interns to hear from these men what they expect from their Pastor and the church they faithfully serve.

Book – *Radical* by David Platt

December

Senior Staff Member – Scott Seal, Director of PowerPoint and Media

Objective – Scott takes the interns on a tour through our Media Studio and Control Room. He discusses how Prestonwood uses media and technology in a strategic way as well as how the message of Prestonwood is carried around the world through the vehicle of PowerPoint Ministries.

Book – *Fresh Wind, Fresh Fire* by Jim Cymbala

Year Three

January

Senior Staff Member – Chris Kouba, Dallas Campus Pastor

Objective – The interns take a field trip to the Dallas Campus to hear from Chris Kouba concerning multi-site strategy and strategic planning.

Book – *Master Plan of Evangelism* by Robert Coleman

February

Special guest – Dr. Steven Smith, Dean of the College at Southwestern

Objective – Dr. Smith teaches the interns the importance of “Text-Driven Preaching” and why expository preaching is so valuable to the local church. He also addresses why theological education is so important in an intern’s personal development.

Book – *Text-Driven Preaching* by Danny Akin, David Allen and Ned Matthews

March

Special Guest – Dr. O.S. Hawkins, President of Guidestone Financial Resources

Objective – The interns gain valuable insight into the importance of retirement and learn practical steps they can take to begin saving and making proper investments in their retirement accounts.

Book – *A Pastor’s Primer* by O.S. Hawkins

April

Senior Staff Member – Debbie Stuart, Women’s Minister

Objective – The interns learn the value of a women’s ministry and how it works to help fulfill the mission of the church.

Book – *Dear Timothy* by Thomas Ascol

May

Senior Staff Member – David Shivers, Minister to Men

Objective – David discusses with the interns how to mobilize and structure a men’s ministry that is committed to small group discipleship and evangelism.

Book – *Power through Prayer* by E.M. Bounds

June through August

The interns take a break just as in year one and must serve in the children's camp and the student camp as long as they serve as an intern. August is the time of the annual retreat and we begin the Intern Development meetings back in the fall.

September

Special Guest – Bill Borinstein, Church Planter, Harvest Bible Fellowship

Objective – The interns learn what it takes to plant a church. Bill discusses with them the importance of hard work, leadership development and the practical steps one must take in order to be ready to plant churches.

Book – *Valley of Vision* by Arthur G. Bennett

October

Senior Staff Member – Mike Maack, Director of Prestonwood Sports Outreach

Objective – Mike discusses with the interns the motivation and purpose of having a sports program connected to the local church.

Book – *The 21 Irrefutable laws of Leadership* by John Maxwell

November

Senior Staff Member – Josh Rolf, Minister of Missions Mobilization

Objective – The interns learn the core values of our missions ministry as well as the importance of mobilizing members on mission. Josh shares with the interns the strategy behind our missions focus and teaches practical ways he enlists members of the church to be on mission.

Book – *Let The Nations Be Glad* by John Piper

December

Special Guest – Janis Knight, Administrative Assistant to Teaching Pastor

Objective – The purpose of this meeting is for interns to learn how to use an administrative assistant. They learn the professional relationship that exists between a minister and assistant as well as learn the job description that the assistant fulfills.

Book – *The Christ-Centered Life* by C.J. Mahaney

The Intern Development Meetings are received positively and make the intern program more valuable. Michael Guyer commented on the training times saying:

“this helped me see that I was not just being prepared for leadership in general, but for pastoring and leading the local church...I would emphasize continuing, even increasing the equipping of interns to understand the local church, pastoral ministry, the Church’s role in the Great Commission, etc. I know these sound like seminary classes, but what I have learned in the local church has shaped my view of these matters just as much if not more than what I have learned in the classroom.”

Becca Benson wrote, “The Intern Development Meetings with different ministries in the church are great. It has been really great to learn about and from the different areas of the church.” Brock Benson agrees saying, “the monthly intern development meetings were a huge asset to young men such as myself who do not have a firm grasp on what it means to run a church that has multiple staff. These meetings gave incredible insight into what it takes to get ministry done from a grassroots level.”

Intern Checklist

As part of the Intern Program, interns are required to participate in a number of different ministries at least once during their time as an intern. They are required to:

1. Be involved in one prison ministry trip – this trip is sponsored by our Men’s ministry and is available to the intern each month.
2. Serve in City Missions – this ministry is designed for the intern to experience apartment ministry in low-income housing, often having to minister in a context of a different culture.
3. Make hospital visits – opportunities for hospital visits present themselves weekly.

4. Vacation Bible School – all interns must serve the week of VBS in order to experience children’s ministry.
5. Freedom Weekend – all interns must serve this “Disciple Now” weekend for students in order to experience student ministry.
6. Serve Fall Festival – this is an annual event that the intern is responsible for helping set up, serve and clean up.
7. Serve Preteen Camp – this is an annual camp for all 4th -6th graders that attend Prestonwood Baptist Church.
8. Serve either Junior High or High School Camp – these camps are annual and offered in the summer. The intern must choose one to serve as a small group leader.
9. Attend a service at our North Campus – they must attend one service on this site.
10. Attend a service at our Dallas Campus – they must attend one service on this site.
11. Attend at least one Deacon’s meeting – these meetings are held each month and allow the intern to see the relationship between the Pastor and deacons.
12. Attend at least one Benevolence Committee meeting – this committee meets weekly and assists members of our church and those in our community that have immediate needs that must be met.
13. Attend one personnel committee meeting – this helps the intern see the process of our lay leaders working with senior leaders of the church as they hire new employees and determine staffing.
14. Serve at least once with H.I.S. BridgeBuilders – this is an inner-city ministry that each intern must serve in some capacity during their time as an intern.
15. Serve in a Retirement Community or Nursing Home monthly – opportunities are weekly for interns to teach and lead in bible studies at these various communities.

Each intern has a checklist of these items and it is kept on file in the Teaching Pastor’s office. It is the responsibility of the intern to update their checklist upon completing one of these assignments. This checklist will enable the intern to see the breadth of ministry that is possible once they leave the internship and also allows for interaction with various lay members of the church that serve on ministry action teams.

Resourcing Interns

Because interns so faithfully serve, one of the ways the church gives back is by helping to resource them and help build their theological library. In addition to the books

they receive at the monthly intern development, the church also purchases for them each year a book chosen by the Teaching Pastor on the subjects of leadership, preaching, church life, evangelism, discipleship, Christian biography, spiritual disciplines and missions. Dr. Danny Akin has produced a pamphlet called, *Building a Theological Library*.⁵⁹ In a sense, this is what the intern program attempts to do for the intern. Also as part of their development, the Teaching Pastor sends articles and various pieces of information throughout the year that the intern can choose to use and file away for the future.

The interns also are paid for their internship. The church is very generous in the salary it rewards the interns. Each intern makes \$14,500.00 a year and can earn a raise each year served. They are also given an additional \$450.00 dollars each semester to help offset tuition, books or rent. This is very different from most internships. For example, Saddleback Community Church offers many internships, but interns must raise their own support.⁶⁰ At Elevation Church in Charlotte, North Carolina, interns are paid a weekly stipend of \$150.00.⁶¹ Housing and expenses to the internship are covered by Capitol Hill Baptist Church in Washington, D.C., as well as a \$300 weekly stipend.⁶² This is simply a brief overview of some major churches that offer internships, none of which provide for the intern financially like Prestonwood is committed to doing.

⁵⁹ Daniel Akin, *Building a Theological Library*, <http://www.danielakin.com/?p=2201> .

⁶⁰ Saddleback Church, <http://www.saddlebackfamily.com/home/adultintern/fullstory.asp?id=6697> , accessed 12/20/11.

⁶¹ Elevation Church, <http://www.elevationchurch.org/interns>, accessed 12/20/11.

⁶² Capital Hill Baptist Church, <http://www.capitolhillbaptist.org/we-provide/internships/description>, accessed 12/20/11.

Intern Reviews

Each supervising minister is required to fill out a “Quarterly Intern Report” (Appendix D) that helps the intern to see where progress needs to be made or has been made. There are four subjects that are covered on the report and the intern is graded on a 1-10 scale. 1 is the lowest possible score and 10 is the highest. The subjects that are covered on the report include the intern’s character, spiritual walk, job/ministry assignments and school.

1. Character – the goal is for the supervising minister to evaluate the candidate’s character based on his observation and communication with the intern.\

The intern program is always evaluating the character of the intern. This report answers the questions for us as it relates to the intern’s integrity. Do they keep their word? Are they honest? The project leader agrees with McIntosh, “Competence and compatibility are crucial issues, but without character they do not matter.”⁶³ John Maxwell lists his number one characteristic of leadership is character.⁶⁴ This subject is critically important as to whether or not an intern will be successful in our program.

2. Spiritual Walk – because discipleship is a critical part of the intern program, the supervising minister is asked to grade the spiritual walk of the intern. The goal is to understand and evaluate the priority of their personal devotion time.

This is perhaps the greatest area of growth and development that the intern program seeks to establish and increase in the life of an intern. The supervising minister is asked to evaluate whether or not they are witnessing progress in the “spiritual walk” of the intern. Included in this portion of the report is the quality of the intern’s time alone with the Lord

⁶³ McIntosh, *Staff your Church*, 55.

⁶⁴ John Maxwell, *The 21 Indispensable Qualities of a Leader* (Nashville, TN: Thomas Nelson Publishers, 2007), 1.

and whether or not the fruit of the Spirit is being produced in his or her life.⁶⁵ Carson Pue uses a chart that is extremely helpful in understanding what spiritual development should look like, and this chart is an excellent tool for the supervising ministers to use as they make the intern aware of areas that they could grow in spiritually.⁶⁶

3. Job/Ministry Assignments – the supervising minister evaluates the intern on work ethic, attitude and whether or not they are completing their work assignments in a timely manner.

Work ethic is a very important part of the intern program. As much as the program seeks to develop the intern personally and spiritually, it also desires to teach the intern how to work. Malphurs lists work ethic as a “value” that must be shared if a church is to be successful.⁶⁷ Fulfilling job and ministry assignments should be important to the intern because it is one of the roles of an elder. In nominating interns for ordination, an intern’s work ethic cannot be in question.⁶⁸ This section of the report is very beneficial for course correction and allows it to take place immediately, rather than waiting for a year-end review.

4. School – the supervising minister makes sure that the intern candidate is turning assignments in on time and performing at an above average level in school.

This form not only helps the intern see where he or she needs to improve, but it also makes sure that the supervising minister is engaged in every facet of the intern’s life.

These reports offer insight into the best way that we can serve the intern and also allow

⁶⁵ Galatians 5:22-23

⁶⁶ Carson Pue, *Mentoring Leaders: Wisdom for Developing Character, Calling, and Competency* (Grand Rapids, MI: Baker, 2005), 41.

⁶⁷ Aubrey Malphurs, *Planting Growing Churches for the 21st Century* (Grand Rapids, MI: Baker Publishing, 2004), 121.

⁶⁸ Mark Driscoll and Gary Breshears, *Vintage Church: Timeless Truths and Timely Methods* (Wheaton, IL: Crossway, 2008), 71.

for conversations to take place as to what the intern likes or dislikes about the internship experience.

This feedback is so important to the development of the intern. George Hillman offers a process in his book, *Preparing for Ministry* as to how this report should be communicated to the intern. He writes, “College and seminary students, like other adults, often have fragile egos, and the responsibility of the supervisor, as evaluator, is to provide critical feedback to the student without causing undue anxiety and defensiveness.”⁶⁹

The project leader wholeheartedly agrees with Hillman. These reports are only viewed by the supervising minister and the office of the teaching pastor. Once these forms are turned into the Teaching Pastor’s office, they are kept on file until the intern completes his time on staff. The Teaching Pastor holds an annual review for each intern and offers advice as to how the intern can both personally and professionally grow. This meeting also enables the intern to offer suggestions as to how the program can become better and more strategic. The reviews of twenty-six interns can be read in detail in the Appendix B.

Seminary Training

In order to be an intern on staff at Prestonwood, one must be taking graduate level classes from an accredited seminary. Depending upon the program in which the intern is involved, the intern will be required to take classes concerning theology, missiology and

⁶⁹ George M. Hillman, Jr. *Preparing for Ministry: A Practical Guide to Theological Field Education* (Grand Rapids, MI: Kregel, 2008), 147.

ecclesiology. In no way does the intern program seek to take away from the seminary training, but only to add to it.

Dr. R. Scott Clark writes an excellent article answering the question as to why someone should go to seminary. He writes that “face to face” interaction in a classroom setting is a necessity to producing scholar-pastors. Understanding that no theological school is perfect, he argues that seminaries still produce the finest pastors because of the arduous work that seminary requires.⁷⁰

Prestonwood believes that seminary education is very important, and this is why it requires the intern to be enrolled in seminary and taking classes. However, the intern program is designed to give the student education at a deeper and more practical level. Both styles of education are invaluable and both need to be pursued. What the intern program is trying to prevent students from graduating seminary and “realiz[ing] how completely unprepared they are for their anticipated role” in future ministry.⁷¹ An intern is not required to take a certain number of hours a semester, but only must be enrolled. Summer and winter classes must be approved by the supervising minister and the Teaching Pastor.

Spiritually Enriched

The Bible tells us that “Jesus increased in wisdom and in stature and in favor with God and man.”⁷² A major strength and emphasis of the intern program is the

⁷⁰ R. Scott Clark, “Why Pastors Need a Seminary Education”, <http://wscal.edu/resource-center/resource/why-pastors-need-a-seminary-education>, accessed 12/20/11.

⁷¹ Forman, *Baton*, 173.

⁷² Luke 2:52

development of the intern from a professional and personal standpoint. However, the spiritual development of the intern is also very important.

When the current and former interns were asked, “Was your personal walk with the Lord strengthened during your internship?” The vast majority of the interns did feel their personal walk with the Lord was strengthened. Steve Olsen commented:

“My personal walk with the Lord was strengthened during my internship at Prestonwood. This was part due to the priority placed upon one’s personal relationship with the Lord by the church. The Pastor and ministers whom I served with stressed the above the ‘job’ itself.”

Christina Delgado adds,

“My relationship with the Lord is being strengthened. I am learning that I cannot do anything on my own without his strength and power. I am constantly having to cry out to him and rely on him to face the challenges of ministry. I have also had the privilege to see his hand at work.”

It is easy to see how the intern program causes the intern to rely upon the Lord and trust in him. Bryan Cox writes:

“I see now the importance of not sacrificing time with the Lord, not even for studies. I see the importance of guarding your heart from pride and I see the power in purity. I have ‘known’ these things are important, but now I see them firsthand and have been brought to a realization of spiritual strength through Christ...I would also say my marriage has been strengthened tremendously. Natalie and I have connected with other couples and have been ministered to more fully than we have ever known in our relationship.”

Jeremy Roberts noted that his “spiritual disciplines” were strengthened while serving in the intern program and Chad Dean said that rather than getting “burned out during seminary, I was really strengthened during my time...as an intern (Appendix B, Dean).”

The interns are stretched because of the workload, balancing time and stress of being a student, and this required the intern to depend upon God. Jason Snyder wrote, “I was forced to make time with my Lord intentional. With the limited personal time that I

had, I made sure not to sacrifice my relationship with Christ. By living intentionally, my faith and relationship grew.” Brandon Harrison said, “I had to learn to lean into God more and trust him more than I had in the past. The encouragement to stay in the Word was always at the forefront of our minds and our leaders’ minds.”

Michael Guyer said that he “grew in his love for the gospel, for the church, and for the lost while serving as an intern.” Matt Kendrick commented that his spiritual walk was challenged by simply observing his supervising minister. He writes:

“There were times in this internship where my personal walk waned. Especially in the busiest times, it was difficult. My walk has, however, greatly strengthened during my internship. Jarrett and Pastor Graham have both shown me what they do during their quiet time. Also, maybe the most important lesson I learned at Prestonwood is the necessity for personal worship as a pastor. I have a quiet time each and every day because I have seen how important it is to them, and I have reaped the benefits of a closer walk with the Lord (Appendix B, Kendrick).”

The spiritual development of our interns is of utmost importance and the intern program enables and ensures that the intern, like Jesus, is growing in “wisdom, in stature and in favor with God and man.”

Overall, the development of the intern consists of a combination of practical application of ministry, classroom education, seminary training and intentional relationships with the supervising minister. Prestonwood believes this is the way to fully develop an intern and get them ready for future service.

When former interns were asked whether or not they felt equipped for future ministry after serving in our intern program, the answers were always positive in nature. Michael Burns confessed, “I worked at several churches before Prestonwood, but I still was not fully aware of my spiritual gifts when I arrived. I can say with confidence what my gifts are and how they have been developed while at Prestonwood.” Roger

Sappington added, “I do believe that I was equipped for future ministry. My time spent as an intern at Prestonwood greatly improved my functional knowledge of ministry.”

Nick Floyd, a former young singles intern that now serves as Campus Pastor of Cross Church in Fayetteville, Arkansas preaches weekly and he credits his internship for his ability to preach and communicate well. He writes, “I learned to teach and preach during my time at Prestonwood in Bible Fellowship.” Cole Hedgecock adds to Floyd’s sentiment saying, “I learned how to teach in Bible Fellowship and preach in a nursing home. In fact, I would strongly suggest you make every intern preach a weekly service in a nursing home if that policy is not already in place – that was great for me personally.”

Brandon Harrison stated, “I believe one of Prestonwood’s greatest strengths is to equip the minister for further ministry.” When Dave Cash was being interviewed by the Pastor Search Committee of the church he currently serves, he reflected back on his time as an intern and wrote:

“Prestonwood definitely prepared me for the next place God sent me. Matter of fact when I was being interviewed by the Pastor Search Committee, they asked me so many questions for about 2-3 hours and I was able to answer them immediately. When my wife and I were driving away she said something like, ‘wow, your time at Prestonwood Baptist Church really prepared you for that!’ I was learning things I didn’t even realize I was learning. I really felt while I was there my gifts were being nurtured and I was able to use them.”

Michael Guyer said the intern program developed him in such a way that he was very “prepared for future ministry.”

The Prestonwood Intern Program develops its interns and equips them for future ministry. The time an intern spends in the program is well worth it from a spiritual, personal and professional standpoint.

Chapter Four – Writing a Church Intern Manual

An Intern Manual offers the doctrinal and structural guidelines that the local church and the intern agree to upon their partnership. This manual will serve as a covenant between the church and the intern. It is written with other churches in mind in order to help them establish an intern manual of their own. This manual will be detailed, specific and always serve to start the intern on the right track by letting him know exactly what is expected within the internship.

There are ten separate chapters to the Intern Ministry Manual. They are as follows:

- Chapter One – Purpose Statement and Intern Ministry Plan
- Chapter Two – Qualifications and the Selection Process
- Chapter Three – Objectives and Expectations
- Chapter Four – Moral Guidelines
- Chapter Five – Schedule, Placement and Matriculation Policy
- Chapter Six – Questionnaire and Covenant
- Chapter Seven – Ministry Resources
- Chapter Eight – Human Resource Documents

Purpose Statement and Ministry Plan

The purpose for the interns serving within our program helps to fulfill the mission statement of Prestonwood Baptist Church. “The mission of Prestonwood Baptist Church is to glorify God by introducing Jesus Christ as Lord to as many people as possible and develop them in Christian living using the most effective means to impact the world, making a positive difference in this generation.” Flowing from this mission statement is the purpose statement of the Prestonwood intern program which is to “provide men and women who have an assurance of God’s calling on their lives, practical church ministry experience and leadership training under the supervision and mentorship of the pastors,

staff and members of Prestonwood Baptist Church with the goal of launching them into an existing church or helping them to plant new churches.”

Purpose statements are important to fulfilling the vision for any church or church program. As Rick Warren suggests in *The Purpose Driven Church*, “without a purpose statement it is easy to get frustrated by all the distractions around us.”⁷³ This purpose statement allows the church to provide clarity to the potential interns that are being recruited or thinking about enrolling in our program.

Intern Ministry Plan

Since The Great Commission of Jesus Christ, the church has sought to fulfill Jesus’ words as found in Mathew 28:18-20:

“And Jesus came and said to them, “All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.”

It is in these words that the church is commanded to “make disciples” of all nations. The Apostle Paul’s diligent efforts to spread the gospel by establishing churches throughout the known world has found its focus and driving energy in Paul’s admonition within 2 Timothy 2:2, “and what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.” Following these instructions is the ministry plan of the Prestonwood intern program.

With the knowledge that God has chosen to spread the Gospel around the world through the agency of the local church, it is our goal to help those preparing for church ministry by challenging them to engage in valuable ministry experience and training.

⁷³ Rick Warren, *The Purpose-Driven Church*, (Grand Rapids, MI:Zondervan, 1995), 88.

Interns function in a unique ministry role at Prestonwood. As they serve in this capacity, Prestonwood will train, teach, and transfer the ministry philosophy of the church to help prepare them to fulfill God's calling on their lives. The desired outcome of the Prestonwood Intern Program is to continue the legacy of the ministry of Prestonwood Baptist Church through interns who are trained, equipped for the ministry and sent out to lead local churches of their own.

Qualifications and the Selection Process

Because of the limited number of internships available in the program, Prestonwood must be very strategic in the selection process. Located between Southwestern Baptist Theological Seminary and Dallas Theological Seminary, there is never a shortage of possible intern candidates. Therefore, in order to ensure that the most qualified and eager students are hired, the following "qualifications" have been adopted into the hiring process.

First, an intern candidate must be a committed follower of Christ. The intern program is reserved for those that have not only made a personal decision to trust Christ by faith, but are committed to following him wholeheartedly. This is a biblical mandate for any elder and the intern program is only for Christ followers.⁷⁴

Second, the intern must confess to a "calling" upon his life to the ministry and be able to effectively share that calling with others. It is extremely important that Prestonwood work only with interns who have an assurance of God's call on their lives. Calling can be defined as "the unmistakable conviction an individual possesses that God

⁷⁴ 1 Timothy 3:6

wants him to do a specific task.”⁷⁵ An intern might not know or understand everything about their calling upon enrolling as an intern, but the church is committed to helping them understand it more fully while in the intern program.

Third, the intern must be within ten years of their high school graduation and in good academic standing at either a conservative seminary or in a master’s level program. The intern must also agree before being hired to the “Intern Covenant” and the stipulations within the year-long internship. Finally, in order to be selected to the intern program, the intern must join Prestonwood and become a member of the church.

Upon receiving an intern candidate’s application, the office of the Teaching Pastor, who serves as the staff intern liaison, filters and makes the first contact with the candidate. After reading through the applicant’s resume and application and based upon the current needs of the intern program, the candidate is arranged an interview with the Teaching Pastor.

Once an interview with the Teaching Pastor has taken place the next step in the selection process is for the intern candidate to interview with the potential minister that he or she will be serving alongside. Once this interview is completed, the next step in hiring the intern is to perform the proper background and reference checks.

Objectives and Expectations

A major objective of the intern ministry is to provide practical ministry training that enhances the intern’s theological education. An intern is provided “hands-on” experience in leadership training, teaching, discipleship, evangelism and other unique

⁷⁵ Derek Prime and Alistair Begg, *On Being a Pastor: Understanding our Calling and Work* (Chicago: Moody Press, 2004), 27.

ministry opportunities. Another objective is to invest in the future leaders of the church. Prestonwood is aware that not every intern will graduate and pastor a church. The intern program seeks to develop Christian educators, administrators, children's ministers, youth pastors, and worship leaders.

The program is committed to mentoring and discipling interns in personal evangelism and to develop them in their walk with God. The intern program is meant to provide more clarity of calling and to affirm the unique calling of each intern within the program. In the process of their year-long internship the intern will learn the value of teamwork as well as the importance of work ethic. Prestonwood's goal is to offer a well-rounded education of the different ministries of the church and give insight into how each ministry is developed, organized and operated.

The intern is expected to serve their full year of his commitment. He is expected to uphold the guidelines of the intern manual as well as stand in good academic standing while pursuing his advanced degree. The intern must be prepared and willing to serve when needed and is expected to participate in all intern activities and meetings. A final expectation is to be an active participant in a weekly worship service as well as a member of a specific age-group Bible Fellowship class.

Moral Guidelines

The intern must be committed to a high work ethic and be above reproach in moral integrity. This is foundational in building a personal ministry that lasts. Paul wrote, "And whatever you do, in word or deed, do everything in the name of the Lord

Jesus, giving thanks to God the Father through him.”⁷⁶ Interns must be committed to working hard and they must be committed to be a person of character and integrity.

Warren Wiersbe notes that the church is “facing an integrity crisis. Not only is the conduct of the church in questions, but so is the very character of the church.”⁷⁷

David spoke of the importance of integrity in Psalm 24:3-6

“Who shall ascend the hill of the Lord? And who shall stand in his holy place? He who has clean hands and a pure heart, who does not lift up his soul to what is false and does not swear deceitfully. He will receive blessing from the Lord and righteousness from the God of his salvation. Such is the generation of those who seek him, who seek the face of the God of Jacob.”

This verse speaks of the importance of righteous and holy living. John MacArthur Jr. spends an entire chapter in his book *Rediscovering Pastoral Ministry* underscoring the need for moral purity in a pastor’s life. He writes, “The world overflows with sexual sin, and Paul directs the church to find as leaders men who have impeccable reputations.”⁷⁸ It is critical to the interns enrolled in our program to sense the weight and accountability of the church regarding this matter. This is a qualification of an elder⁷⁹ and the intern must know the severe consequences that come along should they surrender to sexual sin and not remain morally pure.

All interns are expected to guard their integrity by holding to the principles outlines in the Intern Ministry Covenant. Work-related meetings with someone of the opposite sex is not permitted unless in a public setting within the walls of the church and all physical contact with the opposite sex should honor that person and glorify God. Many of the stipulations found in the intern covenant are based off of Paul’s remarks to

⁷⁶ Colossians 3:17

⁷⁷ Warren Wiersbe, *Integrity Crisis* (Nashville: Thomas Nelson Publishers, 1991), 17.

⁷⁸ John MacArthur, *Rediscovering Pastoral Ministry* (Nashville: Word Publishing, 1995), 90.

⁷⁹ Titus 1:6

the church in Corinth that “all things are lawful, but not all things are helpful; all things are lawful, but not all things build up.”⁸⁰ There is no room for failure in this area of the intern’s life and any who fail to comply with the Intern Ministry Covenant specifically in this area will be dismissed from their responsibilities and position immediately.

Supervision

Each intern reports to a supervising staff minister for weekly duties and to the staff intern liaison for specific intern trainings and other obligations. Both the supervising staff minister and the intern are responsible for communicating whatever changes may occur in the intern’s personal or seminary schedule. They are also responsible for communicating time off, vacations and outside speaking engagements to their minister and the staff Liaison.

Communication between the supervising minister and the intern is extremely important as it relates to supervising interns. Communication is the key to a healthy staff; however, it is also a major challenge for some staff teams.⁸¹ All interns are encouraged to “over-communicate” with their supervisors when it comes to their schedule, time away and responsibilities. If an intern is to experience problems or difficulties with his or her supervising minister, the intern should seek to resolve the issue with the Supervising Minister first, and then meet with the Intern Staff Liaison or Teaching Pastor.

⁸⁰ 1 Corinthians 10:23

⁸¹ McIntosh, *Staff you Church*, 110.

Schedule, Placement and Matriculation Policy

Each intern is responsible and paid for working a minimum of twenty-five hours during the week. This does not include Wednesday night or weekend activities. All interns are expected to serve at pre-teen camp, student camp and Vacation Bible School during the summer. Any intern wishing to take a summer class must receive approval from both the supervising minister and Intern Staff liaison.

Placement

The desired objective of the Prestonwood Intern Ministry is to launch young interns into an existing church or to help them plant new churches. Chapter Five will deal exclusively with the placement process. Prestonwood will assist in a variety of different ways helping the intern find a place of employment and will leverage its influence, resources and reputation to help interns find meaningful work to help establish their ministry careers.

Matriculation Fee

In addition to the annual salary provided to the intern, each semester the intern is enrolled in seminary, he or she will receive \$450.00 to help with seminary costs. The intern can choose to use these funds to offset tuition, fees or books.

Vacation and Time Away

Interns accrue vacation on a monthly basis and it is prorated according to their start date. All accrued vacation time must be used within the calendar year and will not

be paid out if unused. All requests for time away must be made in writing and approved by the Supervising Minister and the Teaching Pastor.

Interns will be awarded two weekends per year in order to speak at different ministry functions. Paid sick leave accrues at the rate of three hours per month of employment, but it is not available to a new staff member until three months of employment have been completed.

Time away for school classes and seminars are granted on a case-by-case basis and must have the approval of the supervising minister as well as the teaching pastor. While taking any seminar or class, the intern is still responsible for making sure their work is done in preparation for the weekend.

Questionnaire and Covenant

Each intern must fill out a four-page questionnaire and covenant regarding doctrinal commitments, church commitments, denominational commitments, personal commitments and family commitments. This questionnaire and covenant is designed to help the church filter candidates and to ensure that the candidate applying for the internship is fully aware of what will be expected of him during the internship.

Doctrinal Commitment

Doctrine serves as the “foundation of the Christian life and the motivation for Christian activity.”⁸² As a basic doctrinal guideline, the intern must read and affirm the “Baptist Faith and Message 2000.” If there are any areas of disagreements, the intern

⁸² Charles Ryrie, *Ryrie’s Practical Guide to Communicating Bible Doctrine* (Nashville: B&H Publishing, 2005), 7.

must explain which ones and at what point they disagree. These differences and objections are then discussed during the interview with the Teaching Pastor. Doctrine is extremely important to the Church and it is the responsibility of the Teaching Pastor to interview and make sure that the intern is “guarding his life and doctrine closely.”⁸³

In 1 Timothy 1:10, Paul commands Timothy to not put up with that which is “contrary to sound doctrine” because it is sound doctrine will lead to salvation for both Timothy and his hearers.⁸⁴ In Titus 1:9, Paul encourages Titus to “hold firm to the trustworthy word as taught, so that he might be able to give instruction in sound doctrine and also to rebuke those who contradict it.” In Titus 2:1, Paul repeats this plea to Titus asking him to only “teach what accords with sound doctrine.” In the Bible it seems that sound doctrine and maturity in Christian living are linked.⁸⁵

In Paul’s last letter to Timothy, he refers to a time when “people will not endure sound teaching, but having itching ears they will accumulate for themselves teachers to suit their own passions, and will turn away from listening to truth and wander off into myths.”⁸⁶ Certainly, a remedy for this situation is to hire interns that affirm biblical doctrine and solid, robust theology.

Church Commitment

The intern is asked simple “yes or no” questions regarding their willingness to commit fully to the ministries of Prestonwood Baptist Church. The questions are as follows:

⁸³ 1 Timothy 4:16

⁸⁴ Ibid.

⁸⁵ Wayne Grudem, *Bible Doctrine: Essential Teachings of the Christian Faith* (Grand Rapids, MI: Zondervan, 1999), 23.

⁸⁶ 2 Tim 4:3-4

1. Will you commit to faithful membership at Prestonwood Baptist Church?
2. Where is your current church membership?
3. In what areas have you served?
4. Will you give priority to your church and its ministries and hold it in a greater regard than activities other than family commitments or seminary training?
5. Are you willing to submit to the spiritual authority established in this church?
6. Do you practice New Testament stewardship and support your church with your tithe and sacrificial giving beyond the tithe?
7. Will you provide support to the life of this church by following its mission and give yourself to fulfill the commission of our Lord for His church?
8. Will you wholeheartedly embrace the responsibility of your role as an intern?

Denominational Commitment

The intern is asked for a commitment to serve in a Southern Baptist Church upon graduation or with a related institution or organization of like beliefs. Historically, some interns have chosen to go into other denominations or decided to work in para-church ministries. Because Prestonwood is Southern Baptist, the goal of the intern program is to graduate interns that will ultimately serve Southern Baptist causes.

Personal Commitment

We ask the intern candidate twelve questions that deal with personal integrity and character issues. These questions are as follows:

1. Are you committed to the Lordship of Christ in all areas of your life?
2. Describe your regularly scheduled personal devotions.
3. Are you committed to share the message of Christ with others? Briefly explain the last opportunity you had to share your faith with someone.
4. Will you make a commitment to total abstinence from any alcoholic substance for the duration of your involvement in the Prestonwood Intern Ministry?
5. Will you make a commitment to total abstinence from tobacco for the duration of your involvement in the Prestonwood Intern Ministry?
6. Will you refrain from watching R-rated movies and also any movie or other form of media that has explicit sexual or other sinful content?
7. Will you seek to guard your Christian testimony and the testimony of Prestonwood by abstaining from any action or activity that would cause others to stumble?

8. Will you uphold all standards and policies as listed in the Prestonwood Intern Manual?
9. Have you read through the Principles of Ministry and Profile of a Minister?
10. Is there any criminal history in your past that we should be aware of?
11. Do your personal financial records prove to be one that is becoming of a minister?
12. Is there anything that we would be embarrassed of or you would be ashamed to have uncovered in your life at a future point in ministry?

Family Commitment

It is important for Prestonwood to know if the candidate is married and has children. Because of the intensity of the internship, it is the desire of the church to make sure that the spouse is “on board” with the all that is asked of the intern. The spouse is asked to sign the covenant as well stating that the policies of the church and intern manual will be embraced.

The intern is then asked to set some personal goals while in the intern program. This helps the church to know exactly what the intern is expecting and how we can make sure that goals are being met while realistic expectations are established. Personal goals are important and must be evaluated and assessed on a routine basis. This is a small part of what it takes to become a healthy and growing church.⁸⁷

Ministry Resources

The ministry resources that we give all interns and ask them to read through includes a brief history of Prestonwood Baptist Church, telephone etiquette, hospital visitation guidelines, “Principles of Ministry” and a “Profile of a Minister of the Lord Jesus Christ” (Appendix E).

⁸⁷ Stephen A. Macchia, *Becoming a Healthy Church: Ten Traits of a Vital Ministry* (Grand Rapids, MI: Baker Publishing, 1999), 173.

We think it is important for the intern to know the history of Prestonwood and be able to appreciate the growth and ministry that the church has accomplished through the years. While phone etiquette and hospital visitation will be learned by observation with the intern's supervising minister, a general outline is given to help the intern become acquainted with the "Prestonwood Way".

Finally, "Principles of Ministry" are given to the intern to help them see the scriptural reasons for ministry and what we hope to train them in while interns in our program. Dr. Daniel Akin's "Profile of a Minister of Jesus Christ" is also provided for the intern.

Human Resource Documents

The final chapter of the Intern Manual includes forms that must be filled out and sent to the Human Resources Department in the church. A simple job description with sample responsibilities is listed. The actual application that the intern fills out must be returned. The church requests the candidate to provide background information including whether or not they are licensed or ordained. On this application, the candidate provides information regarding the seminary in which they are attending and the hours they have completed.

The church also requests that with this application the candidate turns in his or her salvation experience, call to ministry, spiritual gifts, church work experience, expectations of this program and any other relevant information they might want to provide the church. They then fill out a "release form" that allows the church to perform a background check for any criminal history or security violations.

The Intern Manual for Prestonwood Baptist Church is thorough and designed to answer as many questions for the intern candidate as possible. It is written with other churches in mind and can be easily adapted to fit any church regardless of size or expectations. The manual is to be kept by the intern for the duration of the internship and referred to often. It is a guideline for the intern to follow and clearly identifies the expectations the church has for the intern.

Chapter Five – What Comes After the Intern Program?

The last objective in the Intern Manual states that the intern should “Be able to explore opportunities for advancement at Prestonwood, launched to serve in an existing church or help plant a new church that will influence our culture for the cause of Christ (Appendix E).” This chapter will answer the question, “After someone has served as an intern, what’s next?”

Historically, there have been two options for an intern that is graduating from seminary and completing the Intern Program. The first option is for the intern to be promoted from within Prestonwood and moved into an associate or full-time ministry position. The second option is for the intern to graduate from the Program and find employment with an existing church. Both of these options currently exist and will be discussed in further detail.

A third option explored in this chapter is the development of a church planting residency program that will enable interns to plant new churches. This option allows those who are not moving up within the organization or moving out of the organization of Prestonwood Baptist Church the option of planting a church or joining a church planting team. Each option will be discussed in this chapter with the goal of seeking to help the interns serving in our program find their next place of service. These three options will be formed as a “next step” for an intern who has graduated our program and is ready for their next ministry assignment.

Three Options

Option One – Promotion Within

The first option for any intern that has served in our Intern Program and is graduating seminary is to retain them by allowing them future work related possibilities within the ministry of Prestonwood Baptist Church. Due to Prestonwood's growth and multi-site strategy, there are three campuses that must be staffed. The need to hire associates and ministers with the "DNA" of the church is greatly needed and there are no better candidates to hire than interns that have served in the program and understand the culture, pace and ministry philosophy of the church.

Out of the ten supervising ministers that were interviewed for this project, five served as interns prior to accepting the positions in which they currently serve. This is evidence that Prestonwood is not only willing to hire interns that work hard and prove themselves, but that it is a first option. After an intern has served at least two years in our program and has been "vetted" by going through the Intern Developments, the quarterly intern reports, weekly meetings with their supervising minister and an annual meeting with the Teaching Pastor, Prestonwood has a good idea as to whether or not the intern desires a full-time staff position or if he or she will be a good fit on its full-time ministry staff team.

If both parties are open to explore future possibilities, need is then assessed and addressed as to what position that intern could move into and what campus he or she would best serve. This is an easy transition because the intern has been fully integrated and educated in the ways of Prestonwood.

Promotion from within is especially beneficial because Prestonwood is a multi-site church. A multi-site church can simply be defined as “one church with multiple locations.”⁸⁸ With three different locations, it seems there is always a need to hire new ministers and associates. There is no better person to hire than one that is familiar with our programming and ministries. Interns are a perfect fit to move up in the multi-site church movement. Several churches have created “future leader programs” in order to develop leaders that will enable them to start more campuses.⁸⁹ The intern program serves as Prestonwood’s future leader program.

Option Two – Launched into an Existing Church

If Prestonwood desires to part ways with an intern after they have served in the program or the intern decides that he is ready to move on, the plan to launch that intern into an existing church begins. The intern is completely free to search for positions on his own and to work his own personal network to explore future possibilities and places of ministry. However, it is the desire of the Intern Program to use its network of pastors and churches called the “Prestonwood Network” and help strategically place the intern in one of the network churches. If the intern desires to pastor in an existing church, the office of the Teaching Pastor will work with the State Convention Ministry Placement Offices to ensure the intern is placed in a like-minded church that is poised and ready for the leadership capabilities of an intern coming out of the Program.

⁸⁸ Surratt, *Multi-Site Revolution*, 28.

⁸⁹ Scott McConnell, *Multi-Site Churches: Guidance for the Movement’s Next Generation* (Nashville: B&H Publishing, 2009), 188.

Prestonwood Network

The Prestonwood Network consists of churches that are led by pastors who are former interns or staff members of Prestonwood Baptist Church. As a Prestonwood Network member, a church commits to partner with Prestonwood in two major ways: the first is to help plant evangelistic churches both nationally and internationally by providing training, financial support and by sending volunteer teams to church plants of their discretion. The second is to send students from their churches, desiring to enter full-time ministry to the Prestonwood Intern Program via Southwestern Baptist Theological Seminary or Dallas Theological Seminary.

Establishing a network of churches that are like-minded and that Prestonwood already has a relationship with is critical for the success of launching interns into strategic places to serve after their internship is over. It is also important as Prestonwood seeks to advance interns that are interested in church planting. There are many networks that plant churches and work together. More and more churches are starting to partner together in networks that have a strategic plan and focus while moving away from denominational life.⁹⁰ This is occurring for a number of reasons and many church planters feel dissonance when working with denominational entities. Lyle Schaller writes, “I am convinced that for denominational systems to produce the desired outcomes in the twenty-first century, and to be able to do what we know must be done, will require radical changes in denominational systems including moving evangelisms and missions

⁹⁰ Ed Stetzer, *Breaking the Missional Code: Your Church Can Become A Missionary in Your Country*. (Nashville: B&H Publishing Group, 2006), 171.

to the top of the agenda.”⁹¹ Stetzer goes on to challenge denominations to “cast a new vision for the future” in regards to partnering with and working with others.

This is exactly what the Prestonwood Network seeks to do. The desire of the project leader is to create a network of churches that have a previous relationship with Prestonwood Baptist Church through the intern program that are committed to working together in order to plant Southern Baptist churches across North America. While it is not necessary to leave the denomination all-together or seek to “reinvent the wheel” regarding networking and partnering among local churches, it is the belief of the project leader that a tightly connected group of churches working together with a missions organization such as the North American Mission Board can impact the world in a way that is unique to other partnering networks.

Research indicates that planting with a network of churches is more beneficial than simply being supported by a denomination or raising one’s own support. Most planters that work with a denomination are expected to raise one-third to one-half of the support that they will need.⁹² This inevitably leads to a rise in bi-vocational pastoring. When partnering with a network, the planter obviously is responsible for casting vision and raising support, but he is doing with a large “safety-net” underneath him. The average amount of funding received by a new church plant in all networks is \$172,200. While those partnering with only a denomination or committing to raise their own support receive funding on the average of \$75,000 to \$125,000.

⁹¹Ibid., 176.

⁹² Ed Stetzer and Dave Travis, *Funding New Churches: The State of Church Planting USA* in Leadership Network, http://leadnet.org/resources/download/funding_new_churches_state_of_church_planting_usa (accessed September 15, 2011).

The Prestonwood Network partnering with The North American Mission Board combines the best of both aspects and leads to more financing over a longer period of time. Most networks support their church plants for 48 months. For those that choose to partner with a denomination only or raise their own support the average time of support decreases to 32 months.

With this type of commitment in funding, a church planter working in partnership with the network and denomination will have a stronger foundation financially and will have to worry less about raising funds while on the field. This minimizes stress on the families of church planters and their team. It also allows the planter to be on the ground quicker, consumed with building and equipping the church, rather than worry about raising money to support the church.

Another benefit of partnering with the Network not only allows other like-minded churches to get involved financially but also to be directly involved in sending volunteer teams from their church to the church plant. This partnership is beneficial for two reasons. First, the Prestonwood Network allows the relationships that senior pastors had with Prestonwood Baptist Church when they were interns, associates or ministers to continue. Secondly, it also allows smaller churches within the network to assist in planting and supporting church plants with money and volunteer teams when they might not have the opportunity or capabilities to support a church plant on their own. It enables the small church specifically to get involved in planting churches.

While there are only two major commitments required to join the Prestonwood Network – Help plant churches and send interns to our Intern Program - members of the Network receive multiple benefits:

1. Network Churches get the first opportunity and priority access to choose from interns graduating out of the program that are not being retained or looking to move into a new place to serve. This is a great benefit because the intern and pastor of the network church will already be like-minded and share the same philosophy and vision for local church ministry.
2. Network Churches have the opportunity to join in on a monthly video-conference to interact with Pastor Graham as he discusses issues related to pastoring such as sermon preparation, capital campaigns, staffing items, etc.
3. Network Churches receive free resources from PowerPoint Ministries including access to Pastor Graham's messages and sermon notes as well as an all-expense paid trip to our annual Pastor's Retreat.
4. Network Churches and their members get the joy of partnering with other churches in the network to help fulfill the Great Commission.

The following is a list of potential partner churches that could agree to be a part of the Prestonwood Network. Each pastor on this list has served as an intern or minister at Prestonwood Baptist Church in the past or has a close relationship with Prestonwood through various partnerships. The congregations these former staff members currently lead differ in size, some have been planted, and others are an existing churches located across the United States. They are as follows:

Warren Baptist Church – Augusta, GA – Dr. David McKinley
 Cottonwood Creek Baptist Church – Allen, TX – Dr. John Mark Caton
 First Baptist Carrollton – Carrollton, TX – Dr. Brent Taylor
 Tusculum Hills Baptist Church – Nashville, TN - Wesley Baldwin
 First Baptist Church Roswell – Roswell, NM - Matt Brooks
 Windom Baptist Church – Bonham, TX - Dave Cash
 First Baptist Church Saint Jo – Saint Jo, TX – Jeff Roe
 Pleasant Grove Baptist Church – Little Rock, AR - Jason King
 Two Rivers Baptist Church – Nashville, TN - Matt Surber
 First Baptist Church DeQueen – DeQueen, AR - Charles Hebert
 First Baptist Church Bellville – Bellville, TX - Steve Olsen
 Rock Hill Baptist Church – Brownsboro, TX - Robert Welch
 Westwood Baptist Church – Westlake, LA - David Leblanc
 Jefferson Baptist Church – Baton Rouge, LA – Dr. David Goza
 First Baptist Church Roxton – Roxton, TX - Kyle Peters
 Harvest Bible Chapel – Bill Borenstein – Phoenix, AR- **CP (church plant)
 Hope Fellowship Church – Boston, MA – Curtis Cook – **CP
 Southbridge Fellowship – Raleigh-Durham, NC – Scott Lehr - **CP
 RockPointe Church – Flower Mound, TX – Ron Holton - **CP
 Summit Life Church – Addison, TX – Michael Perron - **CP

Vintage Church – New Orleans, LA – Rob Wilton - **CP
 Restoration Church – Buffalo, New York – Dan Trippie - **CP

Option Three – Plant a New Church

A final option for the intern graduating from seminary and the Intern Program is to enter into Prestonwood's Church Residency Program in order to plant a new church. The Residency Program is a six to twelve month intensive program that trains, equips and prepares the intern to plant a church in a major national city in correlation with the North American Mission Board and in partnership with Prestonwood Baptist Church and its network of churches, the Prestonwood Network.

The Need for Church Planting

Clearly there is a basis for church planting in the New Testament. Ed Stetzer wrote that “the New Testament is an anthology of church plants!”⁹³ He goes on to state that there are “Four Commissionings of Jesus.” Rooted in The Great Commission, Stetzer outlines four “sending commands” of Jesus. The first sending command is John 20:21. Jesus states, “As the Father has sent me, even so I am sending you.” Just as Jesus was sent by God the Father into the world, his followers are sent throughout the world to tell others about him. The second sending command is found in the second verse of The Great Commission. Jesus commands that we are to “make disciples of all nations”. Making disciples means that people are being converted, baptized and growing in their relationship with Christ. This is a church planting verse. A third sending command is found in Luke 24:47 where Jesus commands us to preach repentance and forgiveness of

⁹³ Ed Stetzer, *Planting Missional Churches: Planting a Church That's Biblically Sound and Reaching People in Culture* (Nashville: B&H Publishing Group, 2006), 37.

sins to all nations. This verse speaks to the message that church plants must carry out evangelism. And the fourth sending verse is found in Acts 1:8. We are to take this message to the “ends of the earth.”

In summary, we are called and sent by God to go into the world to make disciples of all nations. We preach the message of the gospel to the ends of the earth and as this takes place in local and foreign contexts, biblical churches are planted.

Tim Keller writes:

“The vigorous, continual planting of new congregations is the single most crucial strategy for 10 the numerical growth of the Body of Christ in any city and 20 the continual corporate renewal and revival of the existing churches in a city. Nothing else—not crusades, outreach programs, para-church ministries, growing mega-churches, congregational consulting, nor church renewal processes—will have the consistent impact of dynamic, extensive church planting. This is an eyebrow raising statement. But to those who have done any study at all, it is not even controversial.”⁹⁴

The Apostle Paul’s entire strategy for making disciples was centered upon the need to plant churches. In Acts 13, the church in Antioch sends Paul on his first missionary journey. Following the “sending commands” of Christ, Paul made it a habit of traveling to the largest cities of a specific region and planted churches in each of those cities. Once the Jews disregarded the message, Paul took the message of the gospel to the Gentiles. On all three missionary journeys, Paul planted churches and highlighted in his letters the need to “appoint elders in every town.” The New Testament is full of church planting.

Not only is there a need for church planting because of the biblical call for it, but there is also a need for church planting because of the immediate need facing the church

⁹⁴ Timothy Keller, “Why Plant Churches.” Redeemer Presbyterian Church website, http://download.redeemer.com/pdf/learn/resources/Why_Plant_Churches-Keller.pdf (accessed May 1, 2011).

today. Ralph Moore, author of *Starting a New Church* estimates that one American denomination recently found that 80% of its converts came to Christ in churches less than 2 years old.⁹⁵ Lyle Schaller suggests that an association or denomination should plant new churches at the rate of 1% of their existing total if it wants to exist a generation from now. If a denomination wants to grow it must plant churches at the rate of 2-3% of their existing total.⁹⁶ The following statistics show the need for planting churches in the United States. Brian McNichol as quoted in *Churches Die with Dignity* that a church:⁹⁷

0-3 years old – average 10 people won to Christ per 100 members
 3-15 years old – average 5 people won to Christ per 100 members
 15+ years old – average 3 people won to Christ per 100 members

Bill Easum in “The Easum Report” in March of 2003 wrote, “There are now nearly 60% fewer churches per 10,000 persons than in 1920.”⁹⁸ He goes on to write that the United States is becoming increasingly unchurched. Tom Clegg and Tim bird give the following statistics in their book *Lost In America*:⁹⁹

1900 – 28 churches existed per 10,000 Americans
 1950 – 17 churches existed per 10,000 Americans
 2000 – 12 churches existed per 10,000 Americans

According to Hugh Halter, pastor of the Adullam Church Network:

1910 – 25% of people in America were unchurched
 1990 – 65% of people in America were unchurched
 2000 – 75% of people in America were unchurched
 2025 – projection is that 90-95% of people in America will be unchurched¹⁰⁰

⁹⁵ Dave Earley, *January 10 lecture*, notes from Healthy Church Leadership, Spring, 2010.

⁹⁶ Lyle, E. Schaller, *44 Questions for Church Planters* (Nashville, TN: Abingdon Press, 1991), 12.

⁹⁷ Brian McNichol, “Churches Dying with Dignity” *Christianity Today*, January, 14, 1991, pg. 69.

⁹⁸ Bill Easum, *The Easum Report*, www.effectivechurch.com, March 2003.

⁹⁹ Tom Clegg. *Lost in America: How You and Your Church Can Impact the World Next Door*. (Loveland, CO: Group Publishing, 2001), 30.

¹⁰⁰ Vision Ohio, “Why Plant Churches?”, <http://www.visionohio.org/69.html> (accessed September 15, 2011).

According to Dr. Dave Earley of Liberty Baptist Theological Seminary there are 195 million unchurched people in America making it the third largest unchurched nation in the world. Ron Sylvia writes concerning the need to plant churches, “no county in America has a greater church population than it did ten years ago.” In addition, Tom Clegg’s research found that membership with all Protestant denominations declined by 9.5% while the national population increased by a total of 11.4%.¹⁰¹

There is an urgency to heed C. Peter Wagner’s statement that, “planting new churches is the most effective evangelistic methodology known under heaven.”¹⁰² The greatest evidence given that leans toward a need to plant churches is found in people coming to know Christ. Research shows that “on a per capita basis, new churches win more people to Christ than established churches.”¹⁰³ There is a great need to plant churches and that is why the Intern Program of Prestonwood will seek to direct qualified planting candidates into the Church Residency Program.

Church Residency Program

The goal of the Church Residency Program is to enable interns that have graduated from seminary and faithfully served in the Intern Program for at least one year the possibility to plant a new church in partnership with the North American Mission Board and The Prestonwood Network. The benefits of planting in this way are extremely strategic.

¹⁰¹ Ron Sylvia, *Starting high Definition Churches*. (Ocla, FL: High Definition Resources, 2004), 26.

¹⁰² C. Peter Wagner, *Strategies for Church Growth: Tools for Effective Mission and Evangelism*. (Eugene, OR: Wipf & Stock Publishers, 2010), 68.

¹⁰³ Ed Stetzer, *Planting New Churches in a Postmodern Age*. (Nashville: B&H Publishing Group, 2003), 6.

It is strategic because a church planter will be “vetted” through the intern program and has the “DNA” of Prestonwood Baptist Church. After serving in our intern program and being accepted into the Church Residency Program, the candidate will have the affirmation and blessing of the church. Working in partnership with the North American Mission Board will allow the candidate to be assessed and equipped specifically for church planting and ensure the church plant is aligned with The Southern Baptist Convention.

Again, Dr. Earley writes, “The most effective method of evangelism is church planting. The most effective method of church planting is church parenting.”¹⁰⁴ This “church parenting” is what Prestonwood along with its network of churches and the North American Mission Board desire to be to the potential planter.

Assessment and Screening

The first step into the Church Residency Program is passing a planting assessment and screening. A major difference between the Prestonwood Network and other church planting networks will be the approval rates that come through our residency. Only if one has served as an intern will he be able to enter the program. Serving as an intern allows Prestonwood to know whether or not it would support someone as a planter that is interested in entering the residency. Most networks accept only 20% of those that apply to plant a church within their network. According to Leadership Network only five of twenty applicants make it through the assessment process.¹⁰⁵

¹⁰⁴ Dave Earley, “Healthy Church Leadership Lecture”, January 2010.

¹⁰⁵ Andy Williams, “Church Multiplication Centers.” *Leadership Network*, (2005) 6.

Ultimately the screening of a potential church planter will take place during his internship at the church. The Teaching Pastor will work with the intern in the final year of his service and use the Church Planter Candidate Assessment produced by Lifeway Christian Research¹⁰⁶ to make sure the candidate is a viable church planter.

Prestonwood will know if an intern has the potential to plant because of the constant evaluation of his work ethic, integrity and focus while he served in the program. Matt Hannan, Pastor of New Heights Church in Vancouver, WA. Correctly states, “Assessment is the backbone of successful plants. It focuses primarily on their history-things they’ve actually done, and the kind of people they’ve done it with.”¹⁰⁷ Thorough assessment is the first and most important part of the Church residency program.

The Church Residency Program consists of four components. Each component is broken into three-month intervals. While the Residency Program is a year-long program, the time frame is flexible. Fellowship Associates in Little Rock train their planters for ten months while Kensington Community Church in Troy, MI is committed to the year-long track.¹⁰⁸

The following is a list of the intervals and what is expected to take place by the church planter within the given time periods:

Strategy Phase– Month One through Three

During months one through three the potential church planter will be asked to attend training with the North American Mission Board. Working with The Teaching Pastor who also serves as the Church Planting Residency Program Leader and liaison to

¹⁰⁶ See www.churchplanter.lifeway.com.

¹⁰⁷ Ibid., 7.

¹⁰⁸ See <http://www.kensingtonchurch.org/>

the Prestonwood Network, interest with helping to sponsor and support this church plant will be sought within the Network. The potential church planter will be working at this time establishing a location for the church plant, the vision and values of the church plant, building the team that will be going with him, as well as setting up a budget and timeline for the church plant.

It is in within this three-month time period that any partner church interested in helping to plant this church will be contacted and a meeting set up in the location of the potential church plant. Any interested parties will be able to see the need within the targeted city of the church plant as well as hear vision from the potential planter and affirmation from Prestonwood Baptist Church.

Preparation Phase– Months Four through Six

This time period will allow the church planter to continue working and building his plan. Prestonwood also sends the church planter and his team to work “on the ground” with a Network Partner Church that has already planted a church. This will enable a relationship to strengthen as well as allow the church planter a “front row seat” to what it looks like to plant. He will learn firsthand from someone who has planted and therefore learn from an established planter with experience growing a church from the ground up.

Gathering Phase– Months Seven through Nine

The church planter will be on the ground in the city in which he is planting during this interval. This will be a time for the church planter and family to get settled and begin

networking with other pastors in the area. The planter will solidify a place to meet, establish the non-profit incorporation process, begin to have a physical presence in the community through servant evangelism and prayer-walking and begin to cast vision to individuals and families that may be interested in joining their vision for a new church plant in that area. These months will be filled with analyzing need and beginning the process of ordering the needed equipment, signage and supplies that the church will need to get started.

Launching Phase – Months Ten through Twelve

This is the critical time period of the church plant. The goal is for the church planter to have enlisted at least fifty people that are committed to giving their time and resources to helping start the church. A small group meeting or gathering of some type needs to be taking place in this time period and leadership development for those that are committed to core team needs to be taking place. A targeted start date for the church plant is calendared during this time and a well-coordinated, simple ministry plan is established. In this month, volunteer teams from Network churches are assembled and sent to help the church plant through mass-servant evangelism activities, prayer-walks in the community and whatever else the church planter deems necessary in the months leading up to the launch.

One month prior to the launch of the new church plant, the planter and his team is prayed for during the service of Prestonwood Baptist Church and “sent out” to plant a Christ-centered, Bible-based, Community-driven, Mission-focused church. This enables

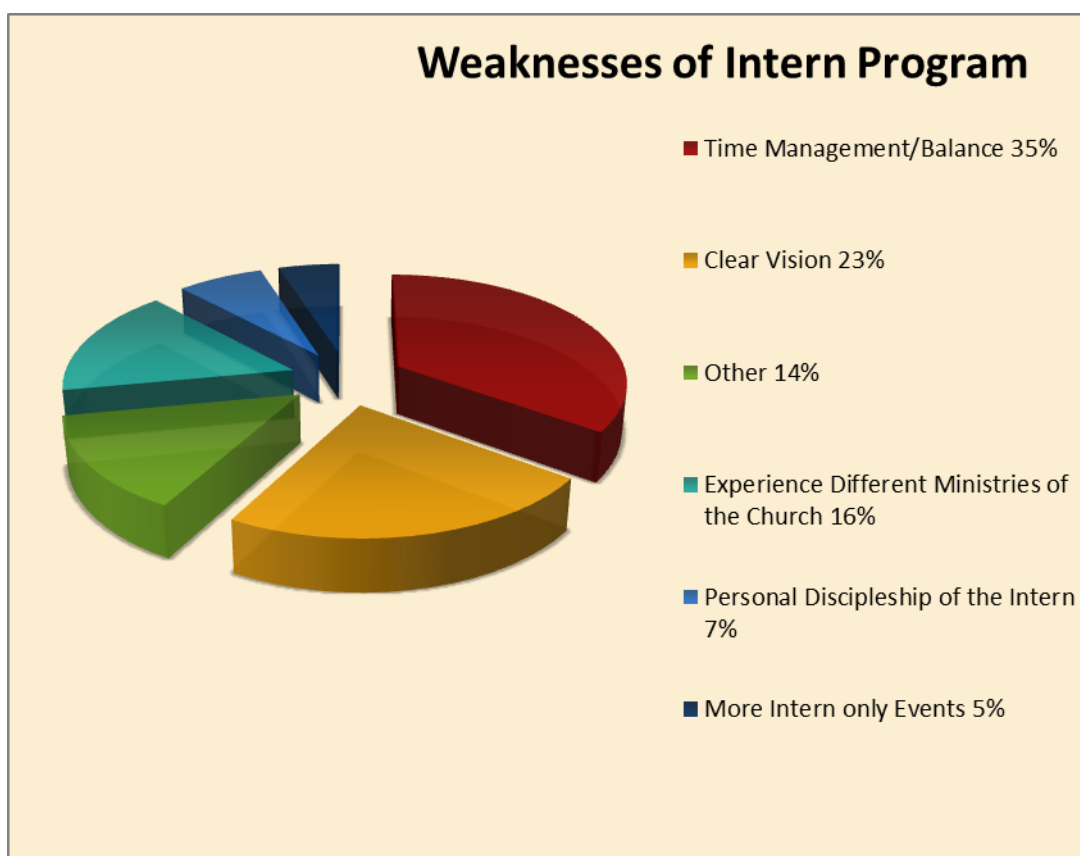
Prestonwood to see its mission statement come to fruition and allows churches to work together to build the kingdom and fulfill The Great Commission.

Every intern that serves in our program will have the opportunity to serve after they have completed their service and graduated from seminary. Having these three options available: promotion within, serving in an existing church or helping to plant a new church, will provide motivation for the intern to work hard while in our program and also allow strong intern candidates to enter our program. This will establish the Prestonwood Intern Program as the premier intern program in the country and will see to it that those that enter the program are successfully trained and equipped for the future ministry that Prestonwood Baptist Church will also help to provide.

Chapter Six – How To Improve the Intern Program

After serving as an intern for three years and now overseeing the Intern Program, the project leader has extensive experience working with interns. After interviewing twenty-six current and former interns there are five specific areas of improvement that the Intern Program needs to embrace. The five areas of improvement are:

1. A More Clear Vision for Intern Program
2. Education on Balance and Time Management
3. Experience Different Ministries in the Church
4. Personal Discipleship of the Intern
5. More Intern-Only Group Events

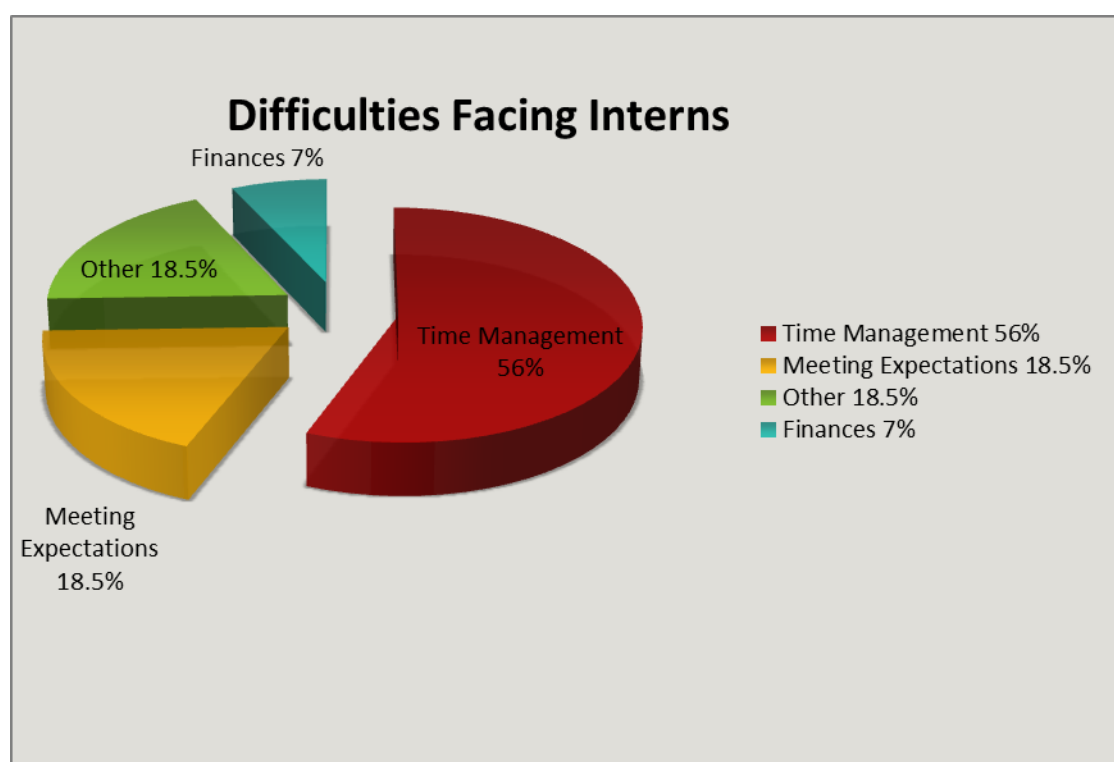


The program leader designed an Intern Action Team that consisted of five interns currently serving in the intern program in different ministry settings. Working alongside this team, the project leader sought to identify ways to solve various problems that

needed to be addressed and offer solutions to the weaknesses within the program. Those that served on the Intern Action Team are below along with their place of service:

1. Zac Lambert – Pastoral Ministry Intern
2. Matt Mullins – Education Ministry Intern
3. Steven Scifers – Student Ministry Intern
4. Zac Barton – Children’s Ministry Intern
5. Jeremy Winters – Missions and Evangelism Ministry Intern

The following is a chart that explains the greatest struggles that interns experience:



Five Areas of Improvement

A More Clear Vision for the Intern Program

Scott Lehr served as an intern for three years and then planted a church in Raleigh-Durham, North Carolina. He said, “I think the single best thing that could happen would be to have a goal for the interns at the end of their time. When I am done I

will be or be able to _____. And have a plan to do that (Appendix B, Lehr).” Michael Guyer spoke of the same desire. When asked what he perceived to be a weakness of the intern program he responded of a need for “a clearer goal for the internship...Having a clear vision of why you want interns to serve at Prestonwood and defining the direction of the internship will only make it better.”

Both of these men are right. While the Intern Program does a superb job of training the intern in practical ministry, developing them as leaders, exposing them to various ministries in the church and teaching them the values of work ethic and teamwork, it needs to do a better job of communicating the objectives that are found in the Intern Manual. The program has plenty of checklists and reviews in place as well as a purpose statement, but there is a need to clarify the vision of the Intern Program and its desired objectives.

Clear vision for the intern program is paramount. The interns must know exactly what is expected from them and what they will be accomplishing as an intern under the supervision of Prestonwood Baptist Church. Bill Hybels writes that “vision is at the very core of leadership.”¹⁰⁹ If the goal of the Intern Program is to produce leaders, then a more clear vision is needed for those entering our program.

The solution to this issue needs to come in the format of introducing the objectives and repeating them to the intern from their first interview until their exit interview. Hybels’ suggest that the way to communicate the vision is by sitting down one on one with the intern and continuing to cast the vision every time the opportunity presents itself. He writes that a clear, compelling vision “increases ownership and

¹⁰⁹ Hybels, *Courageous Leadership*, 31.

provides focus.”¹¹⁰ This will help not only the intern, but also those that supervise interns.

The Supervising Minister needs to be aware of the vision and clear objectives in order to help ensure the intern accomplishes all that is desired of them as well. The vision and objectives also need to be repeated and affirmed at every Intern Development Meeting and addressed in each annual review with the Teaching Pastor.

The purpose statement of the intern program will remain the same:

“The Prestonwood Intern Program exists to provide men and women who have an assurance of God’s calling on their lives practical church ministry and life skills training under the supervision and mentorship of the pastors, staff and members of Prestonwood Baptist Church.”

Based upon the interviews conducted by the project leader, the following objectives help fulfill the purpose of the Intern Program and will be continually communicated to all incoming interns as well as those currently serving:

1. Exposed to practical ministry training that enhances theological education.
2. Learn that ministry is about people.
3. Learn the importance of discipleship through being discipled and mentored by a supervising minister.
4. Foster a desire and vision to build and serve growing, evangelistic churches and awaken the personal capabilities needed for this task.
5. Learn practical insight to the different ministries of the church.
6. Cultivate a servant’s heart and use spiritual gifts to help build the local church
7. Learn the value of both teamwork and hard work.
8. Be encouraged in your personal walk with the Lord and be stretched to live by faith.
9. Add valuable assistance to the ministry of Prestonwood.
10. Be able to explore opportunities for advancement at Prestonwood, launched to serve in an existing church or help plant a new church that will influence our culture for the cause of Christ.

¹¹⁰ Ibid., 47.

These objectives address all that the intern will do and accomplish while serving in the program. They are clear, concise and enable the interns to see what they gain by joining our intern program.

Education on Balance and Time Management

The greatest struggle of every intern interviewed was learning how to balance their busy schedule and lifestyle. All of the interns are enrolled in seminary and taking classes. Each intern must work 25 hours per week not counting Wednesday evenings and weekends. Combine what is expected from them by seminary with the requirements of the intern program and time management can become an issue. This does not take in account the interns that are married and have families.

The project leader was very aware of the time constraints and stress that comes along with being a part of the intern program. However, he was not aware of the low morale and guilt that often plagued the intern because they did not know how to handle their schedule or understand how to best manage their time. This was a repeated by many interns as an area of “weakness” regarding the intern program.

Chris Kouba was an intern and now supervises interns as the Campus Pastor for Prestonwood’s Dallas location. He writes:

“I was newly married, full load of school, and started as an intern. Most of this difficulty in balance had to do with expectations. I had no idea and usually very little heads up from the church on what was needed or required from me and I was walking through normal false expectations in my marriage. This made it difficult at times to plan effectively and balance everything. This could be helped tremendously by having a detailed calendar and list of expectations as an intern which would help school and marriage to be done more effectively. This became much easier after one year in the program.”

Josh Conner wrote:

“My biggest challenge thus far serving has been the balancing act. First semester when I started things were not too bad but this second semester has been extremely challenging. There is never a break and that really hurts the spirit, the body, and the mind... In the beginning balancing did not seem hard. Now that I am in my more challenging class and Greek and Hebrew, it has been impossible to balance. Taking a full load and trying to do everything we are required to do is extremely taxing and there is never any time to rest. Essentially, I felt like something has to be given up in order to meet the needs of one of or the other.”

Jason Snyder reflected on his time management as an intern and wrote:

“It was very difficult at times and I am thankful for my wife and her flexibility. We made sacrifices along the way and God blessed the boundaries that we set in place. There were some assignments for school that were not handed in on time, often times I got up early and stayed up late to finish projects. I tried never to sacrifice my time with Kaylan but instead made our time about quality not quantity. All in all, things worked out very well.”

Bryan Cox wrote,

“My biggest challenge was the balance. Finding time for studies, work, and wife. When I came on, I worked my tail off and neglected other aspects, but God has used Chris (supervising minister) greatly to help me find that balance. Jeremy Winters knew that something would be sacrificed as he looked at his schedule. He said, “trying to balance a full-time school load at a Masters level with a full-time ministry position, and relationships is always tricky, especially to do well in all aspects.”

What he sacrificed most trying to balance his schedule was sleep. This certainly is not a healthy option and changes must be made in order to help these interns with their time management.

Balance and time management is such an important issue, especially for those in the ministry. Richard Swenson argues that due to the unyielding and rapid “progress” of western civilization, Americans are experiencing less and less peace, healing and freedom.¹¹¹ At the same time we are experiencing more frustration, stress and bondage

¹¹¹ Richard Swenson, *Margin: Restraining Emotional, Physical, Financial and Time Reserve to Overload*. (Colorado Springs, CO: NavPress, 2004), 15.

than at any other time in history. Swenson suggests that because it is impossible to slow “progress” down, the answer to solving this problem of pain and entering into a realm of health is through developing what he calls “margin.” Swenson believes that one needs to develop this margin specifically as it relates to their emotional, physical, financial and time management aspects of life. It is the belief of the project leader that margin can be found and simplicity, contentment and balance can be maintained while an intern. One must be committed to fight for it, but it can be maintained.

The project leader in correlation with the Intern Action Team found three ways that the intern program could improve helping the intern with their time management and helping them find “margin.” The first is to hold two educational seminars each year. These seminars would be held at the beginning of each semester and would be taught by former interns that are now fulltime ministers on staff. These men more than any other understand and realize the importance of time management and the difficulty and stress that comes with being an intern, a student, and perhaps even a spouse. Hopefully, through the testimony of personal experience, these interns will learn from former interns how to best manage and balance their time.

Each intern will also be made to fill out a personal calendar (Appendix F). By being able to track each hour of their workday, this calendar will allow interns to visually see how their time is being spent. This calendar will also be turned into their Supervising Minister in order for the intern to be held accountable to it and will be referred to during each quarterly intern report.

Implementing these improvements would benefit the intern and the church. As Scott Brooks suggests, “if you give ample rest and restoration time, I believe the interns

would perform better because they are operating off the overflow of the Lord's strength in their life and not their white-knuckling effort." Hopefully, by helping them and educating them on time management and balance they will get this well needed and deserved time.

A final way we will help the interns with margin is by giving them time away from the office after big events take place in the church. While an intern is expected to serve, it is important for them to have time away to rest and recuperate. The Teaching Pastor will work with the individual ministries to make sure that this time is awarded to the intern in a strategic and timely manner.

Experience Different Ministries of the Church

While a strength of the intern program is that it exposes interns to the inner-workings of the church and helps them gain practical ministry experience, a weakness is the intern hardly ever receives any practical ministry experience outside of the area in which he or she works. Although they are educated on these different ministries through the Intern Development meetings, there is a desire from the interns interviewed that they wanted more "hands-on" experience in these other ministries.

When looking back upon his intern experience, Roger Sappington wrote that there is a "need for increased training in areas outside one's specific responsibilities." Roger served in our education ministry and now as a family group pastor at another church in the Metroplex. Now that he works with families, exposure to the children's and student ministries would have benefited him greatly. Chris Kouba had the same experience and said that in the intern program "there was not enough intentional cross exposure to other

ministries.” Nick Floyd serves as a Campus Pastor at Cross Church and having more “exposure to the worship ministry and service planning” would have been beneficial.

Steve Olsen felt isolated within the division that he worked in. He wrote, “It was easy to become solely involved in the ministry area you were hired in and miss out on serving in other areas of the church. Broader ministry experience would be helpful as one goes to another church.” Brock Benson echoes this sense of isolation within the particular ministry he served and said that it “prohibits us from seeing how other ministries in the church are done.”

Working with the Intern Action Team, there were three specific ways that the Intern Program could help intern experience different ministries of the church. The first involves the Intern Ministry Checklist (see chapter four). Added to that list will now be the responsibilities of the interns to serve in various major events that take place within specific ministries.

For example, all interns, regardless of the specific ministry division in which they serve, will be required to serve “Freedom Weekend” which is the “Disciple Now” weekend for students in grades 7-12. They will also be required to serve in the children’s ministry the week of Vacation Bible School. Taking part in ministry events like this will help the interns gain practical ministry experience in areas outside of their expertise.

The Intern Program will also require the intern to serve one weekend a year in a different ministry environment than the one they currently serve. Partnering with an intern from a different ministry, the interns will switch roles and responsibilities for a weekend in order to gain more practical experience in a different ministry setting.

A final way that the Intern Program will help interns experience different ministries of the church is to develop a “Personal Development Plan” for each intern that is specific to the calling of the intern. Therefore, if a children’s intern eventually wants to pastor, the program ensures that the intern gets practical ministry experience by “shadowing” a pastor on staff for a week. Likewise, if an intern serving in the education ministry desires to be a student minister, the program ensures that the intern is given practical ways to exercise that calling and follows a minister for a week that is in that specific area of interest.

Scott Lehr affirms the desire of the Intern Action Team. “Figure out what the interns desired to do long term then have them set goals toward that end....this would also give those in relationship with that intern an opportunity to help them develop in those areas and tell them if they affirm or don’t affirm their gifting.” This would be the end goal of the Personal Development Plans.

Personal Discipleship of Intern

Relationships that are developed between the interns and other interns as well as the relationships developed between interns and their supervisor are a great asset to being a part of the Intern Program. However, it appears that while the relationship that is developed between the supervisor and intern is appreciated and valued, the intern desires more of a personal discipleship relationship than simply a friendship or work relationship.

Michael Guyer stated that it is this discipleship relationship that “will largely determine the experience of the intern” while he serves at Prestonwood Church. Josh

Conner listed the mentoring and personal discipleship of the intern as one of the weaknesses of the Intern Program. Roger Sappington served as an intern for three years and believes that “the need of a mentor in each intern’s life” is critically important.

Chris Kouba speaks of this intentional discipleship relationship when he writes, “The church is not responsible for the spiritual development of the intern, but many interns have the opportunity to grow bitter and have their heart hardened and this could easily be helped by providing a safe place for them to ask questions and have intentional spiritual experiences.” These “intentional spiritual experiences” are synonymous with the personal discipleship of the intern.

In meeting with the Intern Action Team the key to the discipleship relationship is that it must take place between the supervising minister and the intern. This is the relationship that means the most to the intern and the supervising minister is the person they spend the most time working alongside. The supervising minister knows their strengths, weaknesses, areas in which they need to improve upon and can therefore speak into the intern’s life in a way that others cannot.

As the Teaching Pastor leads the interns, his office will request that the supervising minister actively discipled his intern. Because of the nature and pace of ministry at Prestonwood, no requirements will be made in this area upon the supervising minister, only strong encouragement. This is one of the major objectives of the intern ministry and if an intern is not being personally discipled by his or her supervising minister, it is the responsibility of the Teaching Pastor and intern to work together to make sure that the intern is in a discipleship relationship with someone on the ministerial staff.

More Intern-Only Group Events

The project leader was under the assumption with the busy schedules the interns maintained that “less was more” when it came to scheduling events where their presence was required. However, after reviewing the intern interviews it was clear that the interns wanted more environments outside of church work and intern developments to get together and enjoy fellowship among one another.

Jason Snyder attributed this to what he called the “silo mentality.” Working in a division and never being able to be with those outside of the division led to increased isolationism and, according to former intern Steve Olsen, made it “difficult to form relationships with interns outside of my ministry.” Dave Cash made the comment that he “never got to spend much time with anyone outside of the youth department.” Zach Lambert said that a weakness of the intern program was there was “not many events for just the interns with interns from all departments” and Brandon Harrison said there “was not enough interaction with interns from other departments.” Clearly a desire of the interns is to get to know one another and spend more time together since they are in the same stage and phase of life.

The Intern Action Team affirmed this need for more intern-only events, but desired that it be strategic and intentional. The annual retreat is viewed as extremely valuable and will be continued and the Teaching Pastor will work with senior staff members that can host dinners at different homes and provide periodic times throughout the year for the interns along with their spouses to get together for fellowship outside of the normal church schedule.

The Intern Program has much that it needs to improve on but, with the help of the Intern Action Team, new goals and objectives are ready to be put into place. The program is made stronger by honest feedback and open conversation. With the help of former interns and interns that are currently serving, the Prestonwood Intern Program's greatest days are in its future.

Conclusion

While many seminaries, educational programs and church ministries exist to provide a framework and foundation for training young men and women committed to the gospel ministry, little training is designed and offered to young ministers from a practical and pragmatic standpoint. A strategic intern program designed at the local church is the answer to training future leaders of the church.

Many churches may have intern positions available, but there is little to no specific training that is offered to them outside the individual experience they gain while on the job. While this experience is extremely beneficial, there is no doubt that mistakes could be avoided and the training experienced maximized with an intern program that is strategic, well thought out and intentional in its development of young ministers.

This project has outlined what a strategic intern program does and does not do. From outlining doctrinal guidelines and entering into covenant with an intern to investing in the intern at a personal and corporate level, this project has shown what needs to take place in order to have a successful intern program that benefits the local church. The personal and professional development of the intern consists of a combination of practical application of ministry, classroom education, seminary training and intentional

relationships with a supervising minister from Prestonwood's ministerial staff. This holistic approach to ministry truly prepares the intern for future service whether that is in a new church plant, an existing church or promotion from within.

The Intern Manual for Prestonwood Baptist Church is thorough and designed to answer as many questions for the intern candidate as possible. It is written with other churches in mind and can be easily adapted to fit any church regardless of size or expectations. If a church had no idea how to begin an internship or what they should include in an intern program, this manual would be a great resource for them to copy, edit and use. One of the goals of this project is to develop a working manual that is transferable to other churches, and it is the belief of the project leader that this goal has been obtained. It serves as a guide for the intern throughout their time of service. It is affirming to note, that when former and current interns were interviewed, 100% responded that they felt equipped for ministry.

The relationships that are developed with one another, with a supervising minister and with church members are clearly the high mark of the intern program. While the strengths of the intern program include the relationships that are developed, it is also clear that practical ministry experience and exposure to the inner-workings of the church also enlighten the intern.

The weaknesses of the program include the need to help these interns with their balance and time management as well as be clearer on the objectives and vision set before them for the intern program. Great steps have been made through this project to strengthen the weaknesses of the intern program and to help resolve some of the biggest challenges of the intern program. One very helpful idea that came from this project is the

development of an Intern Action Team that consists of five current interns. These interns meet with the project leader and gave honest feedback and assessment of the intern program. With the help of former interns and interns that are currently serving, the Prestonwood Intern Program's greatest days are in its future

Every intern that serves in our program will have the opportunity to serve after they have completed their service and graduated from seminary. Having these three options available: promotion within, serving in an existing church or helping to plant a new church, will provide motivation for the intern to work hard while in our program and also allow strong intern candidates to apply for the intern program. Hopefully, this will establish the Prestonwood Intern Program as the premier intern program in the country and will see to it that those that enter the program are successfully trained and equipped for the future ministry that Prestonwood Baptist Church will also help to provide.

Personal Thoughts and Suggestions

After serving as an intern for an extended period of time and now supervising interns, I have learned so much about what it takes to develop and grow a successful intern ministry. While I am in no way an expert on intern programs, there are some very practical lessons I have learned through leading our intern program that would benefit anyone who is seeking to start an intern program or who oversees intern programs.

The first lesson I have learned is that not all interns can be supervised in the same way. Like any good coach learning to motivate players with different personalities, a supervisor must find out how to motivate and challenge an individual intern. Some are self-motivated, while others are not. Some need constant affirmation, while others do

not. Learning to manage a person that may have different giftings, education and background can be difficult, but is worth the time and attention that is required.

Secondly, the key to a successful internship is communication. In order for an intern to succeed and for a supervisor to be satisfied with the intern's work, open communication between the two must be present. Expectations and objectives must be clearly defined and the intern must feel a sense of trust in being able to talk to the supervising minister.

Another lesson that I learned is the value of allowing the intern to work on a team. Many small churches can only afford to support and hire one intern. My suggestion would be to hire two, even if that means lowering the pay. So much of an internship is based on the relationships that are developed within the program. It is so beneficial to have interns that can spend time together, minister together and work together. More often than not, interns are single and so it helps them to see others in their same stage and phase of life as well as have someone they can minister with and talk to while the supervising minister may be on assignment somewhere.

Also remember that time is the most important commodity for the intern. Do not get too caught up in the ministry and the tasks that must be achieved that you miss the fulfillment of seeing a young person in ministry grow in their spiritual gift, leadership and love for the Lord. As Ray Chang suggests, the goal of the internship is to "focus more on the intern than on the job."¹¹² This requires personal attention and time.

I worked for five different supervising ministers as an intern and the ones that I continue relationships with today are the ones I sensed cared about me as a person. It's so

¹¹² Chang, *Thursday*, Edstetzer.com.

important to slow down, listen and really be engaged in the life of the intern that is enrolled in your program.

Finally, make sure to publicly affirm interns for the job they do. Many intern programs can't afford to pay financially and so the only way to reward them is public affirmation and time away. Always try to set the intern up for success and celebrate them when a good decision is made, when follow through is executed and for a job that's been done well. This will pay dividends in your relationship with the intern as well as the intern's work ethic and attitude.

Bibliography

- Allen, John H. *A Primer For New Mentors*. John H. Allen and Associates, 2000.
- Akin, Daniel. "Building a Theological Library." Danielakin.com
<http://www.danielakin.com/?p=2201> (Accessed December 22, 2011).
- Anderson, Leith. *Leadership That Works: Hope and Direction for Church and Parachurch Leaders in Today's Complex World*. Minneapolis, MN: Bethany House Publishers, 1999.
- Anders, Max. *Holman Old Testament Commentary: 1 & 2 Kings*. Nashville: B&H Publishing, 2003.
- Barna, George. *The Power of Vision: Discover and Apply God's Vision for Your Life And Ministry*. Ventura: Regal Books, 2009.
- _____. *Today's Pastors*. Ventura: Regal Books, 1993.
- Berkley, James. *Leadership Handbook of Management and Administration*. Grand Rapids: Baker Books, 2008.
- Biehl, Bobb. *Increasing Your Leadership Confidence*. Sisters, Oregon: Questar, 1988.
- _____. *Mentoring*. Nashville: Broadmen & Holman, 1997.
- Bisagno, John R. *Letters to Timothy: A Handbook for Pastors*. Nashville: Broadman and Holman, 2001.
- Blackaby, Henry and Richard. *Spiritual Leadership: Moving People on to God's Agenda*. Nashville: Broadman and Holman, 2001.
- Blackaby, Henry and Henry Brandt. *The Power of the Call*. Nashville: Broadman and Holman, 1997.
- Blanchard, Kenneth. *Leadership and the One Minute Manager*. New York: Morrow, 1985.
- Blount, Douglas. *Baptist Faith and Message 2000. Critical Issues in America's Largest Protestant Denomination*. Littleton, CO: Rowman and Littlefield Publishers, 2007.
- Bowland, Terry. *Make Disciples! Reaching a Postmodern World for Christ*. Joplin, MO: College Press, 1999.

- Briner, Bob. *The Management Methods of Jesus: Ancient Wisdom for Modern Business*. Nashville: Thomas Nelson, 1996.
- Bugbee, Bruce L. and Don Cousins, and Bill Hybels. *Network: Understanding God's Design for You in the Church*. Grand Rapids: Zondervan, 1994.
- Burns, James MacGregor. *Transforming Leadership*. New York: Grove Press, 2003.
- Capital Hill Baptist Church. "Internships". Capital Hill Baptist Church. <http://capitolhillbaptist.org/we-provide/internships/> (accessed October 3, 2010).
- Cashman, Kevin. *Leadership from the Inside Out: Becoming A Leader for Life*. San Francisco: Berrett-Koehler Publishers, 2008.
- Chang, Ray. "Thursday is for Thinkers." Edstetzer.com www.edstetzer.com/2010/07/thursday-is-for-thinkers-ray-chang (accessed March 29, 2011).
- Clark, R. Scott. "Why Pastors Need a Seminary Education," Westminster Theological Seminary – California website. <http://wscal.edu/resource-center/resource/why-pastors-need-a-seminary-education>, (accessed December 20, 2011).
- Clegg, Tom. *Lost in America: How You and Your Church Can Impact the World Next Door*. Loveland, CO: Group Publishing, 2001.
- Clinton, Robert, J. *The Making of a Leader: Recognizing the Lessons and Stages of Leadership Development*. Colorado Springs: NavPress, 1988.
- Cloud, Henry. *9 Things A Leader Must Do: How to Go to the Next Level and Take Others with You*. Nashville: Thomas Nelson, 2006.
- Cole, Neil. *Organic Leadership: Leading Naturally Right Where You Are*. Grand Rapids: Baker Books, 2009.
- Coleman, Robert E. *The Master Plan of Evangelism*. Grand Rapids: Revell, 1993.
- Collins, Jim. *Good to Great: Why Some Companies Make the Leap . . . and Others Don't*. San Francisco: Collins Publishers, 2001.
- Cordeiro, Wayne. *Doing Church As A Team*. Ventura: Regal Books, 2001.
- Covey, Stephen R. *Principle-Centered Leadership*. New York: Simon and Schuster, 1990.
- Criswell, W. A. *Criswell's Guidebook for Pastors*. Nashville: Broadman, 1980.

- Driscoll, Mark and Gary Breshears. *Vintage Church: Timeless Truths and Timely Methods*. Wheaton, IL: Crossway, 2008.
- Eims, Leroy. *The Lost Art of Disciple Making*. Grand Rapids: Zondervan, 1978.
- Elevation Church. "Elevation Internship Program". Elevation Church. <http://elevationchurch.org/interns> (accessed October 3, 2010).
- Fellowship Bible Church Dallas. "Church Planting Residency Program." Fellowship Bible Church Dallas. <http://fellowshipdallas.org/church-planting-residency-program/> (accessed October 3, 2010).
- Fellowship Church. "Fellowship Associates Church Planting Residency". Fellowship Church Little Rock. <http://fellowshipunleashed.com/index.php/church-leadership-training/fa-church-planting-residency> (accessed August, 12, 2010).
- Finzel, Hans. *The Top Ten Mistakes Leaders Make*. Colorado Springs: David C. Cook Distribution, 2007.
- Frederick Boulevard Baptist Church. "Pastoral Residency". Frederick Boulevard Baptist Church. <http://freerickboulevard.org/about-frederick/leadership-team/pastoral-Residents> (accessed June, 21, 2011).
- Ford, Leighton. *Transforming Leadership*. Downers Grove: InterVarsity Press, 1991.
- Forman, Rowland. *The Leadership Baton*. Grand Rapids: Zondervan, 2004.
- Floyd, Ronnie. *Ten Things Every Minister Needs to Know*. Green Forest: New Leaf Publishing Group, 2007.
- Graham, Jack and Jeff Young. *Adult Bible Fellowship Leader Guide*. Plano, TX: Prestonwood Church, 2010.
- Greenleaf, Robert, K. *Servant Leadership: A Journey into the Nature of Legitimate Power and Greatness*. New York: Paulist Press, 1977.
- _____. *The Servant-Leader Within: A Transformative Path*. New York: Paulist Press, 2003.
- Gross, Lynn Schafer. *The Internship Experience*. Prospect Heights, IL: Waveland, 1987.
- Grudem, Wayne. *Systematic Theology: An Introduction to Biblical Doctrine*. Grand Rapids: Zondervan, 1994.
- _____. *Bible Doctrine: Essential Teachings of the Christian Faith*. Grand Rapids, MI: Zondervan, 1999.

Guinness, Os. *The Call: Finding and Fulfilling the Central Purpose of Your Life*. Nashville: Word Publishing, 1998.

Hall, Chad. "Coaching from the Sideline," Buildingchurchleaders.com website, <http://www.buildingchurchleaders.com/articles/2005/112105a.html> (accessed 12/20/11).

Hendricks, Howard. *Teaching To Change Lives: Seven Proven Ways to Make Your Teaching Come Alive*. Sisters: Multnomah Publishers, 1987.

Hendricks, Howard and William. *As Iron Sharpens Iron*. Chicago: Moody Press, 1995.

Hillman, George. *Ministry Greenhouse: Cultivating Environments for Practical Learning*. Herndon, VA: The Alban Institute, 2008.

_____. *Preparing for Ministry: A Practical Guide to Theological Education*. Grand Rapids: Kregel Publishing, 2008.

Hornsby, Billy. *The Attractional Church: Growth Through a Refreshing, Relational and Relevant Church*. Nashville: Faith Words, 2008.

Hull, Bill. *The Disciple-Making Church: Leading a Body of Believers on the Journey of Faith*. Grand Rapids, MI: Baker Publishing, 2010.

Hunters, James C. *The World's Most Powerful Leadership Principle*. New York: Crown Business, 2004.

Hybels, Bill. *Courageous Leadership*. Grand Rapids: Zondervan, 2008.

Johnson, Dwight L. *The Transparent Leader: Spiritual Secrets of Nineteen Successful Men*. Mechanicsburg: Executive Books, 2001.

Jones, Tom, ed. *Starting Churches from the Ground Up*. Joplin, MO: College Press Publishing Company, 2004.

Keller, Timothy, "Why Plant Churches." Redeemer Presbyterian Church website, http://download.redeemer.com/pdf/learn/resources/Why_Plant_Churches-Keller.pdf (accessed May 1, 2011).

Kensington Community Church. "Church Plant Residency Program". Kensington Community Church website. (assessed 2010).

Koessler, John. *True Discipleship: The Art of Following Jesus*. Chicago: Moody Press, 2003.

- Kouzes, James M. and Barry Z. Posner. *The Leadership Challenge*. 3rd ed. San Francisco: Jossey-Bass Press, 2007.
- Lawrence, Bill. *Effective Pastoring*. Nashville: Word, 1999.
- Lewis, Philip. *Transformational Leadership*. Nashville: Broadman and Holman, 1996.
- Liederbach, Mark, and Alvin L. Reid. *The Convergent Church: Missional Worshipers in an Emerging Culture*. Grand Rapids, MI: Kregel Publishers, 2009.
- MacArthur, John. *Being Leaders: The Nature of Authentic Christian Leadership*. Grand Rapids, MI: Baker Books, 2003.
- _____. *Pastoral Ministry: How to Shepherd Biblically*. Nashville: Thomas Nelson, 2005.
- _____. *Rediscovering Pastoral Ministry*. Nashville: Word Publishing, 1995.
- _____. *The Master's Plan for the Church*. Chicago: Moody Publishers, 2008.
- Macchia, Stephan A. *Becoming a Healthy Church: Ten Traits of a Vital Ministry*. Grand Rapids, MI: Baker Publishing, 1999.
- Mallory, Sue. *The Equipping Church*. Grand Rapids: Zondervan, 2001.
- Malphurs, Aubrey. *Advanced Strategic Planning: A New Model for Church and Ministry Leaders*. Grand Rapids, MI: Bakers Books, 2005.
- _____. *Developing Vision for Ministry in the 21st Century*. Grand Rapids: Baker Books, 1999.
- _____. *The Dynamics of Church Leadership*. Grand Rapids: Baker Books, 1999.
- _____. *Planting Growing Churches for the 21st Century*. Grand Rapids: Baker Books, 1998.
- Marquardt, Michael J. and Peter Loan, *The Manager As Mentor*. Westport: Greenwood Publishing Group, 2007.
- Maxwell, John. *Be A People Person: Effective Leadership Through Effective Relationships*. Colorado Springs: Cook Communications, 1989.
- _____. *Developing the Leader Within You*. Nashville: Thomas Nelson Publishers, 1993.

_____. *Developing the Leaders Around You*. Nashville: Thomas Nelson Publishers, 1995.

_____. *Leadership 101*. Nashville: Thomas Nelson Publishers, 2009.

_____. *The 17 Indisputable Laws of Teamwork*. Nashville: Thomas Nelson, 2003.

_____. *The 21 Indispensable Qualities of a Leader*. Nashville, TN: Thomas Nelson Publishers, 2007.

_____. *Thinking for a Change: 11 Ways Highly Successful People Approach Life and Work*. New York: Warner Books, 2003.

_____. *The 360-Degree Leader: Developing Your Influence from Anywhere in the Organization*. Nashville: Thomas Nelson, 2006.

McConnell, Scott. *Multi-Site Churches: Guidance for the Movement's Next Generation*. Nashville: Broadman and Holman, 2009.

McIntosh, Gary. *Staff Your Church for Growth: Building Team Ministry in the 21st Century*. Grand Rapids: Baker Books, 2000.

_____. *One Size Doesn't Fit All: Bringing Out the Best in Any Size Church*. Grand Rapids: Fleming H. Revell, 1999.

McNamara, Robert N. and Ken Davis. *The Y-B-H Handbook of Church Planting*. Longwood: Xulon Press, 2005.

McNeal, Reggie. *A Work of Heart: Understanding How God Shapes Spiritual Leaders*. San Francisco: Jossey-Bass, 2000.

_____. *Practicing Greatness: 7 Disciplines of Extraordinary Spiritual Leaders*. San Francisco: Jossey-Bass, 2006.

McNichol, Brian. "Churches Dying with Dignity". *Christianity Today*, January, 14, 1991, pg. 69.

McRay, John. *Paul: His Life and Teaching*. Grand Rapids, MI: Baker Academic, 2006.

Michael, Larry J. *Spurgeon on Leadership: Key Insights for Christian Leaders from the Prince of Preachers*. Grand Rapids: Kregel, 2003.

Miller, Calvin. *The Empowered Leader: 10 Keys to Servant Leadership*. Nashville, Broadman and Holman, 1995.

- Mims, Gene. *The Kingdom-Focused Church: A Compelling Image of An Achievable Future*. Nashville: B&H Publishing Group, 2003.
- Mittelberg, Mark and Bill Hybels. *Building A Contagious Church: Revolutionizing the Way We View and Do Evangelism*. Grand Rapids: Zondervan, 2000.
- Murdock, Mike. *The Leadership Secrets of Jesus*. Tulsa: Honor Books, 1996.
- Ogden, Greg. *Transforming Discipleship: Making Disciples a Few at a Time*. Downers Grove, IL: InterVarsity Press, 2003.
- Payne, J. D. *Discovering Church Planting*. Colorado Springs: Paternoster, 2009.
- Piper, John. *Brothers, We Are Not Professionals*. Nashville: Broadman and Holman, 2002.
- _____. *Let the Nations Be Glad!* Grand Rapids: Baker Academic, 2003.
- Prime, Derek and Alistair Begg. *On Being a Pastor: Understanding Our Calling and Work*. Chicago: Moody Publishers, 2004.
- Pue, Carson. *Mentoring Leaders: Wisdom for Developing Character, Calling, and Competency*. Grand Rapids, MI: Baker, 2005.
- Rainer, Thom and Eric Geiger. *Simple Church*. Nashville: Broadman and Holman, 2006.
- Rainer, Thom and Sam S. Rainer. *Essential Church? Reclaiming a Generation of Dropouts*. Nashville, TN: B&H Publishing, 2008.
- Redeemer Presbyterian Church. "Why Plant Churches". Redeemer Presbyterian Church www.redeemer2.com/.../papers/why%20plant%20%2011%20TLeaders.pdf (assessed Feb. 2011)
- Rush, Myron. *Management: A Biblical Approach*. Colorado Springs: Victor, 2002.
- Ryrie, Charles. *Ryrie's Practical Guide to Communicating Bible Doctrine*. Nashville: B&H Publishing, 2005.
- Saddleback Church. "Purpose Driven Adult Internships" Saddleback Church. <http://saddlebackfamily.com/home/adultintern/fullstory.asp?id=6696> (accessed October 3, 2010).
- _____. "Adult Internship Ministry FAQ's." Saddleback Church. <http://www.saddlebackfamily.com/home/adultintern/fullstory.asp?id=6697>, (accessed December 20, 2011).

- Sanders, J. Oswald. *Spiritual Leadership*. 2nd rev. Chicago: Moody Press, 1994.
- Scazzero, Peter. *The Emotionally Healthy Church*. Grand Rapids: Zondervan, 2003.
- Schaeffer, Francis A. and Udo W. Middleman, *Joshua and the Flow of Biblical History*. Wheaton, IL: Crossway Publishers, 2004.
- Schaller, Lyle, E. *44 Questions for Church Planters*. Nashville, TN: Abingdon Press, 1991.
- Searcy, Nelson and Kerrick Thomas. *Launch: Starting a New Church from Scratch*. Ventura, CA: Regal Books, 2007.
- Sisakhti, Reza. *Effective Learning Environments: Creating a Successful Strategy for your Organization*. Alexandria, VA: ASTD, 1998.
- Stackhouse, John G. *Evangelical Landscapes: Facing Critical Issues of the Day*. Grand Rapids: Baker Books, 2002.
- Stanley, Andy. *The Next Generation Leader: 5 Essentials for Those Who Will Shape the Future*. Portland: Multnomah, 2003.
- Seidel, Andrew. *Charting A Bold Course: Training Leaders for 21st Century Ministry*. Chicago: Moody Press, 2003.
- Stetzer, Ed. *Breaking the Missional Code: Your Church Can Become A Missionary in Your Country*. Nashville: B&H Publishing Group, 2006.
- _____. *Planting Missional Churches: Planting a Church That's Biblically Sound and Reaching People in Culture*. Nashville: B&H Publishing Group, 2006.
- _____. *Planting New Churches in a Postmodern Age*. Nashville: B&H Publishing Group, 2003.
- _____. "Are You a Church Planter" *EdStetzer.com* (assessed August 8, 2011)
- Surratt, Geoff, Greg Ligon, and Warren Bird. *The Multi-Site Church Revolution*. Grand Rapids: Zondervan, 2006.
- Swenson, Richard. *Margin: Restraining Emotional, Physical, Financial and Time Reserves To Overload*. Colorado Springs, CO: NavPress, 2004.
- Sylvia, Ron. *Starting high Definition Churches*. Ocla, FL: High Definition Resources, 2004.
- Thomas, Curtis. *Practical Wisdom for Pastors*. Wheaton, IL: Crossway Books, 2001.

- Thumma, Scott. *Beyond Megachurch Myths: What We Can Learn from America's Largest Churches*. San Francisco: Jossey-Bass, 2007.
- Travis, Ed and Ed Stetzer. "Funding New Churches" *Leadership Network* (2007).
- Wagner, C. Peter. *Strategies for Church Growth: Tools for Effective Mission and Evangelism*. Eugene, OR: Wipf & Stock Publishers, 2010.
- Warren, Rick. *The Purpose Driven Church: Growth Without Compromising Your Message and Mission*. Grand Rapids: Zondervan, 1995.
- Wiersbe, Warren. *Integrity Crisis*. Nashville: Thomas Nelson Publishers, 1991.
- Welch, Robert H. *Church Administration: Creating Efficiency for Effective Ministry*. Nashville: B&H Publishing Group, 2005.
- Willard, Dallas. *The Spirit of the Disciplines*. San Francisco: Harper and Row, 1988.
- Williams, Andy. "Church Multiplication Centers." *Leadership Network*, (2005).
- Williams, Pat. *Extreme Dreams Depend on Teams*. New York: Center Street, 2009.
- _____. *The Paradox of Power: A Transforming View of Leadership*. Warner Books, 2002.
- White, Thomas and John M. Yeats. *Franchising McChurch*. Colorado Springs: David C. Cook, 2009.
- Whitney, Donald S. *Spiritual Disciplines Within the Church*. Chicago: Moody Press, 1996.
- Wood, Charles. *Vision and Discernment*. Atlanta: Scholars Press, 1985.

Appendix A

Prestonwood Baptist Church Intern Questionnaire

1. What was the greatest experience you had being an intern?
2. List the top three things you learned while serving as an intern at Prestonwood.
3. What do you see as three strengths to our intern program? Three weaknesses?
4. What was the biggest challenge for you personally while serving as an intern?
5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?
6. Describe how you balanced family, work and school?
7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?
8. Describe your relationship with your supervising minister.
9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?
10. Please share any concerns or thoughts about how we could better our intern program?

Appendix B

INTERN QUESTIONNAIRES

Zach Lambert – Pastoral Ministry Intern – Prestonwood Baptist Church - current

1. What was the greatest experience you had being an intern?

There are many, but if I had to pick one out it would be learning from the ministers and other staff at the church.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) Excellence in all things. 2) Ways to effectively minister to large groups of people in a small amount of time. 3) How to lead by example, both in your walk and in your work.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Discipleship from ministers. 2) Camaraderie with other interns. 3) Intern Development.

Weaknesses: 1) Depending on who your minister is, communication can be a major issue. It hasn't been for me, but I know it has been for many interns. 2) Requirement for being at event that doesn't concern your group. (ex. youth interns working children's events) 3) Not many group events for just the interns with interns from all departments.

4. What was the biggest challenge for you personally while serving as an intern? The biggest challenge is balancing everything – wife, school, work, and finances.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

I would like more opportunities to teach and preach.

6. Describe how you balanced family, work and school.

It is very difficult, but I worked to get my classes on one day a week and spend most evenings with my family. One of the largest challenges is finances, but I realize that many internships aren't paid at all, and the experience at PBC is invaluable so it is well worth it.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

I very much so feel I was equipped and used my spiritual gifts.

8. Describe the relationship you had with your supervising minister.

I have had two so far, and I have been very close with each of them.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes it was. It was strengthened through the Bible teaching, sermons, and through the prompting of the ministers I worked for.

10. Please share any concerns or thoughts about how we could better our intern program.

I would like more things like our monthly intern development, and trying to not cancel the ones that we have.

Will Hobbs – Married Adults Ministry Intern – Prestonwood Baptist Church – current

1. What was the greatest experience you had being an intern?

The greatest experience was getting to teach and preach on occasion.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) “Keep your heart with all diligence, for out of it springs the issues of life”. 2) Ministry done properly is hard work. 3) I have learned quite a bit about how to structure an Education Ministry.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Great experience spread over different areas of ministry - teaching, greeting, events, discipleship, counseling, benevolence, etc. 2) It is structured in such a way that the intern can often pursue their passion without having to go outside their basic role or position. 3) It leaves the “extra mile” up to the intern - the internship is really what you make of it.

Weaknesses: It is not the best use of talent within the church after the first year of the intern's job- you may consider an advanced track for second and third year interns that includes utilizing their gifts more and greeting/doing more basic tasks less.

4. What was the biggest challenge for you personally while serving as an intern?

Learning to challenge myself beyond the basic structure of the internship. (I really was not challenged in the beginning.)

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

Yes- I would like to have seen more structured opportunities to go with a minister on hospital visits and "counseling" opportunities.

6. Describe how you balanced family, work and school.

I am single so family is easy. Work and school are sometimes hard to balance, but I have found that preparing a schedule (with job and school assignments on a timeline) for each semester and sticking to it has been very helpful.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Yes.

8. Describe the relationship you had with your supervising minister.

The relationship I had with all three supervisors has been very beneficial! It provided opportunities for occasional mentorship, bouncing ideas off of each other and seeing how they apply those ideas.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes.

10. Please share any concerns or thoughts about how we could better our intern program.

See 3.B

Steve Olsen – Pastor – Belton Baptist Church, Belton, TX – former Pastoral Ministry Intern

1. What was the greatest experience you had being an intern?

The greatest experience I had as an intern was the relationships I formed with many on the church staff and members I worked with in my ministry area (Married Adult 1). But I have to list other experiences...graduating from the John West School of Baptism, driving Pastor to and from the airport, and being ordained by the church.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) The gospel is to be at the center of all the church does. 2) Ministry is to be done with excellence. 3) Members and guests alike need to get connected immediately with others in the church through Fellowship Groups.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Exposure-Prestonwood is not a typical church. An intern is exposed to a different level of ministry that they cannot get at most church settings. Even if the person does not go on to serve in a mega church, they are helped by such an experience.

2) Expectation-Prestonwood expects much of those who serve as interns. The intern is expected to do their service with excellence. 3) Involvement-The position of intern was not a come and observe position. It was a come and get involved position. A person definitely learns ministry from a hands on perspective.

Weaknesses: 1) Isolation-It was easy to become solely involved in the ministry area you were hired in and miss out on serving in other areas of the church. Broader ministry experience would be helpful as one goes on to another church.

2) Individualism-It was easy to form relationships with other interns in my area of ministry (Married Adult). It was difficult to form relationships with interns outside my ministry.

4. What was the biggest challenge for you personally while serving as an intern?

The greatest challenge I faced was attitude. As a seminary student I fell into the mode of critiquing all that I observed. At times I thought to myself, "It would be better if the church did X instead of Y." Whether I was right or wrong in my critique did not matter. I learned I was there to serve and support those over me.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

As I stated above, isolation is something I believe was a weakness of the intern program while I served at Prestonwood. I would like to have had more exposure to other ministry areas, particularly children, youth, and administration.

6. Describe how you balanced family, work and school.

Looking back I do not know how I balanced family, work, and school. I remember one of my professors saying we will always be out of balance somewhere.

Every semester I charted out my school assignments by week. This allowed me to know in advance what weeks would be more consumed with exams, reading deadlines, and papers. Then I could look at the church calendar and see where potential conflicts would arise, such as Fall Festival and the Christmas Festival.

Knowing this, I would try to complete certain assignments in advance so as not to be over stressed.

Regarding family, my wife Jayme was, and is, a great woman. She understood the demands on my time and supported me throughout the four years. I would have to be very intentional to take time away from school and ministry just to spend with her.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Yes, I feel like I was equipped for future ministry. Regarding my spiritual gifts, I was able to use my gifts during my internship for the most part. The only gift I was not able to utilize is preaching/teaching. I did teach a Bible Fellowship Group, but I believe the gift of preaching goes beyond that setting.

8. Describe the relationship you had with your supervising minister.

Brian Milby was my supervising minister. I had an excellent relationship with him. Brian understood having to balance working at Prestonwood as an intern and going to school because he had done the same. He entrusted me with many responsibilities and took time to counsel me in areas of ministry.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

My personal walk with the Lord was strengthened during my internship at Prestonwood. This was in part due to the priority placed upon one's personal relationship with the Lord by the church. The Pastor and the ministers whom I served with stressed this above the "job" itself.

10. Please share any concerns or thoughts about how we could better our intern program.

My only concern is that for those interns who go on to minister in a smaller church setting will face situations that they did not encounter at Prestonwood. This is not the fault of Prestonwood or the internship program. It is just reality. I am not certain

how Prestonwood could help overcome this gap between the ministry environment at Prestonwood and that of smaller churches.

Here are a few thoughts to consider for the internship program:

Allow interns to serve for a certain number of weeks in other ministry areas of the church throughout the year. This would help expose interns to a broader ministry experience.

Regular intern meetings where all get together for fellowship and mentoring by senior pastoral staff.

More acknowledgment of the value of seminary training. I am not saying that the church looks down on seminary. But many times I was made to feel seminary should always be second to ministry. Both experience and education are needed in life of a person beginning in ministry.

For men preparing to become senior pastors it would be good for them to learn certain practical skills such as sermon preparation, leading a staff, and shepherding a congregation from the Pastor and other senior pastoral staff members.

Discussion of Baptist life issues. Most Southern Baptists are unaware of the issues facing the denomination. It would be beneficial for future ministers of Baptist at Prestonwood, Pastor gave the book *The Baptist Reformation* to all who wanted one.

This book helped me understand many issues Southern Baptists faced at that time.

This was also beneficial when later in my ministry I helped move my church from the BGCT to the SBTC.

Seth Carnes – Singles Minister – Calvary Baptist Church, Alexandria, LA – former Open Division Ministry Intern

1. What was the greatest experience you had being an intern?

The greatest experience was the fellowship of guys to work with who were in the same boat... seminary, around the same age, life stage, etc. I realize that this dynamic is hard if not impossible to orchestrate, but that was exceptional. I felt like I had a great friendship with my supervisor, Mark Penick, and loved working with him.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) No matter the size of ministry, each person matters. 2) Leadership structure in a church. 3) Follow-up is non-negotiable.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Peer fellowship. 2) Mentorship through ministers (when the minister sees it as such). 3) Networking

Weaknesses: 1) Lack of organized structure in the intern program... it showed in how things were thrown together (and the lack thereof) and the “intern supervisor” seemed to be the one handed the bone, but not necessarily one who had a passion for it. Things were noticeably changing and different however when you (Jarrett) took

lead role as intern supervisor, so, thanks. But as you will probably not oversee it forever, the next overseer would need to see it as such. 2) Prestonwood is not a church in a box program, it is a unique culture. The ministry there cannot necessarily be duplicated other places... so “experience in how to do ministry” is a stretch, perhaps more so in children’s and students than in adults. For instance, ministry in children’s and students at Prestonwood is how Prestonwood is able to do that ministry in Plano, TX, THOUGH, simply the experience in being a part of such things is valuable, it cannot be assumed to be transferable to all other contexts. Even still, ministry through the adult ed program was very beneficial and the principles learned are more transferable to other contexts. That being said, so much can be learned simply through being a part of any area. 3) Interns were seemingly seen as the low man on the totem pole many times (not by all ministers, but by seemed as though by some senior and ministerial leadership) in that they were asked to leave ed staff meetings often and only the ministers were left... I often found that frustrating, as I did not see the reason and it would seem as though that time would be some most valuable time to learn inner workings of ministry. While verbal “value” was expressed at times, the practical/actual value was not always seen.

4. What was the biggest challenge for you personally while serving as an intern?

The biggest challenge was balancing life, family, work, school and budget.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

At the time, more of the training sessions from senior staff that were done towards the end of my time there were always promised but rarely done at first... it seemed as though this became more of a priority as time went on.

I frequently like to learn how experienced guys do things themselves; for instance, processes they use in their office, norms, strategies, habits, patterns, and things they do to make themselves more effective (ie: their own sermon filing system). The information communicated does not have to be “blow the roof off” creative or whatever (but then some do call me a nerd as I find this interesting and many may not).

6. Describe how you balanced family, work and school.

Sometimes not all too well, must be adaptive, but have the absolute priority of relationship with Christ, then family.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Yes

8. Describe the relationship you had with your supervising minister.

The relationship was very healthy, loved our friendship, and made a ministry friend for life.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes

10. Please share any concerns or thoughts about how we could better our intern program.

Keep someone with a passion for it overseeing it, do NOT just let it be the “assignment” that gets passed around. I noticed some of the guys wanted high involvement with “mentors/supervisors” as well as training and such, while others were only interested in the “job” aspect of it... they wanted to get in, pay their dues and get out. If this is a “normal” phenomenon, perhaps offer two “tracts” of an intern ministry, one for those who want high involvement/investment by ministers and senior leadership and another tract for those who do not. Trying to offer only one of these philosophies with both types of interns will ultimately frustrate one of those groups.

Scott Lehr – Pastor – Southbridge Fellowship Church, Raleigh, NC – former Married Adults Ministry Intern

1. What was the greatest experience you had being an intern?

Hanging out with Marc Rylander, Chris Kouba, and Clay Smith. Rylander took an interest in us and began to invest in us. I still consider them all good friends today.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) Expect God to come through – from Pastor Graham. 2) It’s always right to do

what is right – from Mrs. Graham. 3) What it is like to be a large church – generally being there.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Environment (just being there). 2) Experience (it allows us to get experience and be around things that are happening). 3) Great people and friends.

Weaknesses: 1) I think the single best thing that could happen would be to have a goal for the interns at the end of their time. When I am done I will be or be able to _____, and have a plan to do that.

4. What was the biggest challenge for you personally while serving as an intern?

Time – sometimes having to be at all the services was a duty (i.e. when I was there it was Wednesday evening, Saturday night, and Sunday morning). It would have been nice to not do both Saturday and Sunday, but it was fine overall.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

I am not sure if it would have been possible but I personally would have loved to have seen more how Pastor Graham and Mike Buster interact and make decisions regarding vision and strategy. I am not sure every intern would have liked that nor do I know if that is possible, but I would have loved that.

6. Describe how you balanced family, work and school.

I had a pretty specific schedule. My wife was involved in the ABF class we had so that helped and she was friends with the wives of Marc, Chris and Clay.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Yes. I was given opportunity to teach and lead and even plan series. It was great to see how different parts of the church worked too (i.e. children's, ABF, events). It was a great experience.

8. Describe the relationship you had with your supervising minister.

David Shivers and I were and are friends.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes I believe so.

10. Please share any concerns or thoughts about how we could better our intern program.

I am not sure how you would do this but I think adding an element where you figured out what the interns desired to do long term (i.e. plant a church, be a senior pastor, children's pastor, some other ministry) then had them set some goals toward that end would be great. This would also give those in relationship with that intern an opportunity to help them develop in those areas and tell them if they affirm or don't affirm their gifting.

Scott Brooks – Pastor – The Door Church, Coppell, TX – former Singles Ministry Intern

1. What was the greatest experience you had being an intern?

I would have to rank the greatest experience of being an intern as two fold: first being the relationships that were developed with others. The other would be ample opportunity to teach and proclaim God's word to others.

2. List the top three things you learned while serving as an intern at Prestonwood.

- 1) How to balance a schedule and prioritize. 2) How to lead meetings and cast vision.
- 3) The value of follow-up when someone graces the doors of the church.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Interaction with other ministers. 2) Teaching opportunities. 3) Wide range of responsibilities and exposure to various facets of the church i.e. children's ministry, missions, etc.

Weaknesses: NA

4. What was the biggest challenge for you personally while serving as an intern?

The biggest challenge was the time required away from home on the evenings. It was hard to carve out time for family, church, and school.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

No

6. Describe how you balanced family, work and school.

I got up very early to do school work before I went to work or school. I did not do school work during the evenings.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Yes

8. Describe the relationship you had with your supervising minister.

Good, although it was hard at times.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes

10. Please share any concerns or thoughts about how we could better our intern program.

I think that it is a blessing to serve the church, but the church should be mindful not to run the interns down by time required at the church. If you give ample rest and restoration time, I believe the interns would perform better because they are operating off the overflow of the Lord's strength in their life and not their white knuckling effort. Maybe a day/or time in the day where the interns can study or spend some sweet time with the Lord.

Roger Sappington – Global Impact Pastor – Pantego Bible Church, Fort Worth, TX –
former Married Adults Ministry Intern

1. What was the greatest experience you had being an intern?

My greatest experience as an intern was discipling high school students. It brought me great joy to see them grow spiritually.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) Ministry is primarily an act of service. 2) God desires that we do all things unto His glory (with excellence). 3) Ministry is most effective when accomplished as a team.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) The opportunity to work in a vibrant, Gospel-centered church. 2) The opportunity to learn “best practices” in specific areas of ministry. 3) The opportunity to fellowship with other interns.

Weaknesses: 1) The need for a mentor (Senior Prestonwood Leadership) in each intern’s life. 2) The need for increased training in areas outside one’s specific responsibilities (Children’s, Adult Ed, Youth, Missions, etc). 3) The need for more interaction with the Senior Pastor.

4. What was the biggest challenge for you personally while serving as an intern?

The lack of income and the expectation to work more hours than the intern agreement stated.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

It would be helpful to have “training tracks” that specifically related to one’s chosen area of interest. For example, if one desires to be a senior pastor, it would be helpful to have a “practical training module” in the areas of church administration (taught by the Executive Pastor), small groups (taught by the Minister of Spiritual Development), etc.

6. Describe how you balanced family, work and school.

It was advantageous of me not to have a family while serving as a student ministry intern. With all the events and evening activities it would have been difficult to be away from them that often. I managed school by working on papers, project and reading whenever I had time.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

I do believe that I was equipped for future ministry. My time spent as an intern at Prestonwood greatly improved my functional knowledge of ministry. I do think one area in which the intern program could grow is by helping interns discover their gifting and calling and putting interns in specific opportunities to exercise those gifts and calling.

8. Describe the relationship you had with your supervising minister.

I had a good relationship with both the High School Minister and the Student Pastor.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes, my personal walk was strengthened while I was an intern at Prestonwood.

However, I do not primarily credit the internship, rather I believe being mentored by a godly man most helped me mature in Christ. I think one could have gone through the tasks of being an intern and not have grown much spiritually.

10. Please share any concerns or thoughts about how we could better our intern program.

Most of my thoughts can be gleaned from the answers above.

Rebecca Benson – Director of Girl’s Ministry – The Church at Brook Hills, Birmingham, AL – former Students Ministry Intern

1. What was the greatest experience you had being an intern?

There is one student that I have had the privilege of building a relationship with over the past year and half. I have watched and gotten to be a part of her truly falling in love with God. She began 7th grade like a normal kid. She has been in church her entire life. She doesn’t have the best home life, but she always has a smile on her face. During her 7th grade year, she was at everything that we had, involved in everything, maybe reading her Bible some each week, and just a good kid. Then, over this past summer, everything changed. She went on the junior high mission trip to New Orleans with us in July, and God totally flipped her world upside down. He grabbed this little girl’s heart in a way that I have never seen before. She served people regardless of any possible stigma that you could imagine. She showed them

God's love and shared the gospel with them unashamedly. She started digging into God's word as hard as she possibly could. When we got home, she lived exactly the same in Dallas as she did in NOLA. She has lead I don't know how many of her friends and classmates to the Lord. She brings new friends to church with her all of the time. Last week she explained to me how she shared the gospel with a deaf/mute in her class by having a conversation on paper. Since July, I have received a text message from her every single day about what she has read in her Bible and learned that day. She sends this message to every contact in her phone. She has been persecuted by peers at school, but she continues to find confidence and joy in the Lord. Madison Wetherington has truly blessed my heart.....sorry this got kind of long. Ha

2. List the top three things you learned while serving as an intern at Prestonwood.

1) Discipline. 2) Time management. 3) Seeking out time for corporate worship in the midst of working in the church.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) The opportunities are endless! Because of the size of the church, you do get the opportunity to experience almost everything. 2) The intern development meetings with different ministries in the church are great. It has been really great to learn about and from the different areas in the church. 3) Responsibility. I think the greatest thing about the program is the opportunity to learn through doing. By this I mean that the intern program does not just allow you to make copies, blow up

balloons, and make snow cones, but there is actual responsibility to write curriculum, teach, disciple, and lead.

Weaknesses: 1) There doesn't seem to be a high priority placed on school (at least where I am anyway). This does hurt people like me who do not just love being in school because it is easy for me to just focus solely on work rather than balancing work and school.

4. What was the biggest challenge for you personally while serving as an intern?

Finding a way to get everything done. There have been multiple occasions when I have worked in some capacity seven days a week for multiple weeks in a row. This makes keeping up with school kind of hard and having a Sabbath almost impossible some weeks. That is probably the one thing that I have had the biggest challenge honoring.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

I think it would be kind of cool to maybe like once every two or three months have the opportunity to go and spend the day working with a different area of ministry in the church. The lecture parts in the intern development meetings are great, but I tend to learn more by doing. So I think for me personally that would be a beneficial experience.

6. Describe how you balanced family, work and school.

Balancing work, school, and family/friends has been really difficult. Carving out time to work on school has been kind of tricky because of work. I know over the course of this semester I haven't really been able to spend the amount of time that I would like to with my friends and the people that I have community with because I basically go to work and then go do homework. That part, I haven't really enjoyed. Ha. So I guess the balance means sacrificing things.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Absolutely! My experience has been great. I have learned a ton, probably more than I even realize right now. The experiences and opportunities I have had have been so great and valuable for whatever I will be doing in the future. I have definitely been able to use my spiritual gifts. Cory Butler has been great about letting me work in the way that I am best in and allowing me to do the things and work in the areas in which I have giftings.

8. Describe the relationship you had with your supervising minister.

The relationship/friendship that I have developed with Cory is great. He is constantly encouraging, willing to help and advise with whatever, and flexible in every area with me. He is a great teacher and example.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Absolutely! I really didn't have a choice. On my third day of work, I met with a girl

who had just attempted suicide for the third time. I couldn't have made it without strengthening my relationship with Him.

10. Please share any concerns or thoughts about how we could better our intern program.

The intern brochure says that in the intern program you work 25 hours each week, but I feel like that should be changed. It is an unrealistic number because I know that all of the interns in my department work sometimes double that every week. It doesn't really communicate the true expectations.

Nick Floyd – Pastor – Cross Church Fayetteville Campus, Fayetteville, AR – former Singles Ministry Intern

1. What was the greatest experience you had being an intern?

The greatest part of being an intern was being able to see high level ministry close up.

The biggest benefit for me was simply what I caught while going through every day life at Prestonwood.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) Excellence. 2) Bible Fellowship tools. 3) How to launch a campus.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Getting to do life with guys who are in the same stage of life. (2)

Keeps a good balance between school/work. (3) Exposure to big time ministry.

Weaknesses: 1) ? Had a great experience.

4. What was the biggest challenge for you personally while serving as an intern?

The biggest challenge was balance between school, home, and work. School dominated my life.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

I think more exposure to the worship ministry and service planning would be beneficial. The times I was around Todd Bell were awesome and I think guys, regardless of their position, could benefit from his expertise.

6. Describe how you balanced family, work and school.

I didn't hold my daughter for the first two months because of Hebrew.

My wife helped me.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Absolutely. I learned to teach and preach during my time at Prestonwood in Bible Fellowship.

8. Describe the relationship you had with your supervising minister.

We had a great relationship. I had great experiences with both of my supervisors.

They poured into me as mentors and as friends.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes.

10. Please share any concerns or thoughts about how we could better our intern program.

? I had a great experience.

Michael Burns – Director of Resident Housing – Oklahoma Baptist University, Shawnee, OK – former Singles Ministry Intern

1. What was the greatest experience you had being an intern?

Overall I really enjoyed getting to spend time with the people. I developed some really good relationships, especially some discipleship relationships. That was the most rewarding and purposeful.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) People appreciate when they know you have worked hard, even if the end result isn't always the best. 2) I learned a lot about program planning, advertising, and execution. 3) I really had a great experience with Bridgebuilders. This was a challenge to me that I still carry with me. I learned a lot about what it means to minister to people amidst the social, economical, and race barriers.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Employers recognize that Prestonwood does things very well, so it looks good on a resume, and sometimes leads to a better job at Prestonwood. 2) Very good hands on experience, exposure to lots of issues, scenarios, & opportunities. 3) I had the chance to build some great relationships with some really wonderful people at Prestonwood. There are some really great families and ministers that I was allowed to be around.

Weaknesses: 1) Sometimes is very difficult to have much community at church in your own age group. I was lucky enough to work with people my age, so I didn't run into that problem as much. 2) I think every intern should live with a family to help with costs. I made the choice to live with a friend, but it was very difficult.

Sometimes I ate tortillas for dinner.

4. What was the biggest challenge for you personally while serving as an intern?

I worked with college students, which was tough to gain momentum. I really struggled with whether I was doing a very good job. I felt like I did a better job with the young singles than college; I also had to be confronted about a student that was in the youth group and her attention toward me. This was a big shock for me. I was glad that I was confronted and recognized the danger. It was a good life lesson for me.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

I think I would have liked to learn better how to study and teach. I learned some, but still don't consider myself a great teacher, but feel I have potential to be.

6. Describe how you balanced family, work and school.

Again, I think I was in a unique situation in that I worked around my peer group. So, sometimes work was around friends, people that I would hang out with outside of work. This made it much easier to balance all three.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

I didn't really explore my spiritual gifts too much there, but I did feel equipped for the future. I was able to do a lot more in my position than I felt other interns were able to do.

8. Describe the relationship you had with your supervising minister.

This was what made my experience. I had a very close relationship with him and he protected me from a lot of the duties or menial tasks that other interns had to do. I never felt like I was a slave. He respected me and poured into me. This was one of if not the most important relationship I had.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes. I was often challenged by the people I worked with and by my supervisor. I was also given many opportunities to put my faith into practice.

10. Please share any concerns or thoughts about how we could better our intern program.

Matt Kendrick – Single Adults Minister – Prestonwood Baptist Church, Plano, TX – former Pastoral Ministry Intern

1. What was the greatest experience you had being an intern?

The greatest experience I have had during my internship is starting and leading a Bible Fellowship class.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) I learned administrative skills. I was terrible administratively when I arrived, but I consider my administrative skills to be a strength now. 2) I learned how to develop leadership. 3) I learned how to start something new and grow it (BF class).

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Being with other interns and building those relationships. 2) Being with pastors and ministers and learning directly from them. Also, being around these great men while they minister is a great way to learn. 3) Intern developments are great!

Weaknesses: 1) We often have much responsibility and no power to accomplish the goals. 2) Ministers and pastors, although they do a good job in this area generally, seem to forget sometimes that we are in school. 3) A helpful thing would be for the supervising minister to coordinate with the intern, seeing when papers and tests are throughout the semester in order to alleviate work load on those weeks.

4. What was the biggest challenge for you personally while serving as an intern?

Getting it all done! I take 15-18 hours per semester while interning, and I struggled to get everything done at times.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

No

6. Describe how you balanced family, work and school.

It's all about scheduling for me. This semester, for example, I had nine book reviews, three research papers, two huge presentations and many tests. I just stayed ahead and set personal deadlines for papers so that I wouldn't be missing from work and school on the weeks when everything is due. By doing this, I was able to be immersed in work while I needed to be, I was able to produce good work at school, and I had ample time to spend with Courtney.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

YES. I worked at several churches before Prestonwood, but I still was not fully aware of my spiritual gifts when I arrived. I can say with confidence what my gifts are and how they have been developed while at Prestonwood.

8. Describe the relationship you had with your supervising minister.

Jarrett is my mentor and friend. He expects a lot of work, and for the work to always be done with perfection. Through this, Jarrett sets the bar high and also establishes a good working relationship. On a more personal note, Jarrett has always proven trustworthy. He was the second person that I talked to about proposing to my fiancé. He has walked me through many issues. It's been the privilege of my life to have a great man and pastor personally disciple me during this pivotal life stage of learning.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

There were times in this internship where my personal walk waned. Especially in the busiest times, it was difficult. My walk has, however, greatly strengthened during my internship. Jarrett and Pastor Graham have both shown me what they do during their quiet time. Also, maybe the most important lesson I learned at Prestonwood is the necessity for personal worship as a pastor. I have a quiet time each and every day because I have seen how important it is to them, and I have reaped the benefits of a closer walk with the Lord.

10. Please share any concerns or thoughts about how we could better our intern program.

NA

Luis Llama – Childrens Ministry Intern – Prestonwood Baptist Church – current

1. What was the greatest experience you had being an intern?

Teaching VBS! I was in charge of 240 students for a week. I was given the creative liberty, within confined boundaries, to decorate and teach Gods word. When I entered the Children's ministry, coming from the high school, I was well heard regarding ideas. I felt like I gave the ministry a shot in the arm, more energy and passion from the stage.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) Submission is not true submission unless it is done in the heart. 2) Complaining or gossiping about others is a defect, weakness and not glorifying to God. 3) I am not

the Messiah and the salvation of someone does not rely on me but rather the Spirit of God. I am part of a ministry and not THE MINISTRY.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: Involved with a huge community of believers, interaction with a lot of families and personal lives. 2) Opportunity to experience a variety of events, activities and resources. 3) The availability of a workplace.

Weaknesses: 1) Hard to understand the big picture of why the labor is being done.

2) The schedule is not fixed; it's hard to guard your time. 3) Personal recognition is low.

4. What was the biggest challenge for you personally while serving as an intern?

The ownership of ministry is not given often and at times taken away and at times an intern gets in trouble for not being more involved. Lack of vision giving hurts.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

I would love to do hospital visits, house visits, be part of funerals, be part of wedding rehearsal. I would love to shadow different departments as well.

6. Describe how you balanced family, work and school.

This internship has taught me to be on the go! Technology is a must and being efficient with how to use time is vital. I balance everything by having a blackberry

calendar and a desk calendar. I keep up with people through text and facebook and try to utilize lunch/dinner appointments.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Yes! I have been able to interact with people. I love people and want to give of myself to serve them. I have been taught the discipleship portion of church and the need for Christian living development. Prestonwood offers a seeker the opportunity to mature their relationship with Christ. It also provides opportunities to serve the Lord in a variety of ways. I have learned that lay people are to be given opportunities to lead.

8. Describe the relationship you had with your supervising minister.

It's not a close one. I have never been completely comfortable in approaching them. Most of the time it feels like a employer/employee feeling. I know they have a lot of stress to get things accomplished so it gets passed down as instructions and not guidance for a ministry opportunity.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

It has not strengthened my personal relationship. In the same way as tithing works – if it's forced it means very little. I feel that mandatory serving is almost the same thing. That's life. It's easier to seek orders than to be ordered... that's why I have to

remember constantly that I am being obedient to God in every way when working at Prestonwood.

10. Please share any concerns or thoughts about how we could better our intern program.

Being better informed over the why of everything we do. I would enjoy the freedom to go on a church mission trip more regularly. I know that God has his hand on this program and that it comes down to the individual on how much they get out of this opportunity.

Chris Kouba – Pastor – Prestonwood Baptist Church Dallas Campus, Dallas, TX – former Pastoral Ministry Intern

1. What was the greatest experience you had being an intern?

The access to the inner workings of the church and the access to the staff team was the greatest experience.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) The importance and need for evangelism to be a driving focus of a church. 2) The importance of systems and structures to achieve greater ministry. 3) The importance of follow-up and connection with people who visit and join the church.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Opportunity. You are worked hard and with many different assignments but you also have plenty of opportunity to teach, lead, and do hands on

ministry if you choose to. 2) Relationships. This is the greatest strength by far. This includes relationships with staff and people but especially with other interns.

3) Flexibility. The internship is flexible to allow different school schedules and while aspects are regulated, overall it leaves room for adjusting and working alongside of school.

Weaknesses: 1) Not enough intentional cross exposure to other ministries. This can be overcome through relationships with other interns but you could easily leave Prestonwood's internship having no real knowledge of other areas of the church other than casual observation. 2) Needs more intentional spiritual investment or follow-up. The church is not responsible for the spiritual development of the intern, but many interns have the opportunity to grow bitter and have their heart hardened and this could easily be helped by providing a safe place for them to ask questions and having intentional spiritual experiences (books to read, worship/devotional experiences together, etc.). 3) No direct exposure to missions or service opportunities or other churches. I think it should be required that interns go on a mission trip while they are here and that they visit another church while here and that they report back what they experienced/learned. This would help the church learn and grow and it also helps the intern gain needed exposure that might help in the second area.

4. What was the biggest challenge for you personally while serving as an intern?

Learning balance. I was newly married, full load of school, and started as an intern. Most of this difficulty in balance had to do with expectations. I had no idea and usually very little heads up from the church on what was needed or required from me

and I was walking through normal false expectations in my marriage. This made it difficult at times to plan effectively and balance everything. This could be helped tremendously by having a detailed calendar and list of expectations as an intern which would help school and marriage to be done more effectively. This became much easier after one year in the program.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

Other ministries would have been helpful although this was accomplished by relationships with other interns.

6. Describe how you balanced family, work and school.

See number 4 above. I mapped out all of my assignments for school for the year and bracketed them off by individual weeks. Then I looked at the church calendar and made note of big church weeks that would require a lot of extra time. This allowed me to get a snapshot of the semester and be able to give extra time to my marriage during slower weeks of church and school and also allowed me to communicate clearly with my wife when those more hectic weeks would be. This helped tremendously as we were both able to have a better expectation of what was coming up and allowed the last second changes to be more of the exception than the rule.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

For the most part, yes. This was largely due to me teaching a Bible Fellowship class rather than the specifics of my internship. If I had not taught that class, I feel like the internship would have helped me administratively but not used my spiritual gifts.

8. Describe the relationship you had with your supervising minister.

I had very on and off access. I had complete confidence to ask questions and get advice on life and ministry but this was not unlimited access and was at certain times.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes but not as a direct result of the internship. This came more specifically as a result of a discipleship relationship during the internship and through relationships with other interns. I learned many practical and administrative helps but as mentioned above, this did not appear to be a direct goal of the internship.

10. Please share any concerns or thoughts about how we could better our intern program.

Interns need to be required to attend a service. Because of their service, many are scheduled to be in BF classes or booths and it is very easy for them to not have an opportunity to attend a worship service. This is an intense season of their lives of both learning and serving and it is vital that they learn to be churchmen and not critics.

There needs to be clear and written lines of communication and suggestions on how to handle issues such as displeasure with their supervisor, displeasure with the church,

and how to look for a job. Because this is so blurry, I think it has left most guys fearful of bringing concerns up or guys shooting themselves in the foot by the way they have innocently handled situations. Stating this process up front would be very helpful.

There should be an orientation for interns like a NextStep twice a year. You would attend the next one that is available, regardless of when you started. This would help immeasurably for interns to adjust not only to Prestonwood but many to the area. This meeting also is a place to show where the former interns are now serving and show success in the intern program. While clearly some guys either get it or they don't, I do think many struggle as a result of not really knowing what is expected of them or having the "win" described for them.

Interns need to have a meeting with guys like Dustin Donley or Chris Cobb or someone like that who can help them with 1) understanding expectations for clothing, 2) having an opportunity to purchase cheaper clothes. Most guys come in with no idea how to dress and could never afford what is expected. A simple meeting like this would help the guys dress better and look sharper.

Require more evaluation opportunities either through meetings or papers. I think we can learn a lot from our interns and from their fresh perspective and this can be done through simple evaluation type forms where they help us think through things. This

would help us make sure they are seeing what we want them to see, help us to see bitterness that might be forming, and help us see who is sharp and can rise to the top.

Josh Conner – Dean International, Dallas, TX – former Singles Ministry Intern

1. What was the greatest experience you had being an intern?

My greatest experience thus far has simply been the friendships I have made. I have met some of the most godly men and women, who have since become my best friends. I don't think that ever would have happened had I not become an intern here.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) First, how to run an effective system of reaching out to people. 2) Second, how to be an effective organizer - making sure that I have a task list, etc. and stick with it. 3) Third, how to start new BF classes, organize events, etc.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Friendships. 2) Practical ministry. 3) Contacts.

Weaknesses: 1) Lack of mentoring. 2) All too often feels like being an admin and not a minister. 3) Required to balance way too many activities with no way out.

4. What was the biggest challenge for you personally while serving as an intern?

My biggest challenge thus far serving has been the balancing act. First semester when I started things were not too bad but this second semester has been an extremely

challenging one. There is never a break and that really hurts the spirit, the body, and the mind.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

I feel like I have been afforded every opportunity to learn the ministries here at Prestonwood. From launching new classes, to church wide events, to Wednesday Bible studies, I have learned how they operate and been given insight into what goes into them.

6. Describe how you balanced family, work and school.

In the beginning balancing did not seem hard. Now that I am in my more challenging class and Greek and Hebrew, it has been impossible to balance. Taking a full load and trying to do everything we are required to do is extremely taxing and there is never any time to rest. Essentially, I feel like something has to be given up in order to meet the needs of one of or the other.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

I feel greatly equipped. I have learned so much about how a church operates. Having never worked in church before I did not know how things happened but I got my eyes opened by one of the best churches in the world at doing everything it does. I know when I leave here it will be with a great starting point for whatever ministry comes next for me.

8. Describe the relationship you had with your supervising minister.

I have now had two supervising ministers and both have been great men and good ministers.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

There have been ups and downs. Early on I was growing so fast it was hard to keep up with my appetite. Sometimes I am just in a funk.

10. Please share any concerns or thoughts about how we could better our intern program.

I would love to have a mentorship program as we go through the internship. I think it would be awesome that when an intern came on he was assigned a mentor, whether it be a staff member or a lay leader, to mentor them, keep them accountable, in the Word, looking after their spiritual and personal lives. I feel if we had someone like that it would help us tremendously.

Jeremy Winters – Missions Ministry Intern- Prestonwood Baptist Church – current

1. What was the greatest experience you had being an intern?

The greatest experience was having my nose broken at Freedom Weekend by one of my students. Epic.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) One of the main three things that I have learned through this internship has been leadership development. As any minister in any size church knows, you can't do

everything on your own. Part of ministry is delegating responsibilities, but we must also equip laymen to be able to handle those responsibilities. Leadership development is therefore an important aspect of ministry, not only for the minister but for the layman as well. 2) Another important aspect of ministry that I have learned is the necessity of vision. The minister is the vision caster for the church. It is an important task as the strategy for accomplishing the will and work of God for and by the body of Christ. Without vision and direction, the church will remain stagnant and ineffective in growing and engaging the community around the church. 3) The vision must also be large, encompassing the world. God is a global God and so must be His church.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) One of the greatest strengths of this internship is the ability and freedom to actually do ministry! Several internships exist where the intern is nothing more than a secretary. That's not the case at Prestonwood. Here, interns do the work of ministers. Not only are we able to do ministry, but we are given a wide variety of opportunities to serve in. 2) Another strength of this internship is that it is a paid internship. Though our country is in the midst of a shaky economy, we are provided with financial compensation for our ministry endeavors. This is truly a blessing. 3) Another strength has been the grace and understanding my supervisors have shown in regards to schoolwork. They fully understand the demands of school and are willing to allow me complete those responsibilities when needed.

Weaknesses: I think the only real weakness of this internship, from my perspective, is the lack of communication. There have been times where all education interns have been assigned to an event, but I have not been informed of my responsibilities, only to find out that I was expected to be there as well.

4. What was the biggest challenge for you personally while serving as an intern?

The biggest challenge for me was time management. Trying to balance a full-time school load at the Masters level, with a full-time ministry position, and relationships is always tricky, especially to do well in all aspects.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

Perhaps crisis counseling (counseling in general), or the ability to participate in a mission trip for each intern would have helped with our training.

6. Describe how you balanced family, work, and school.

Again, this was the biggest challenge of this internship. A minister once told me that you will never arrive at the end of the day and know that you accomplished everything you needed to. I think that is especially true when balancing school, work, and family. Obviously the goal is to succeed in all three arenas. But sometimes one aspect would have to take priority over the other. In all honesty the thing that I sacrificed the most was sleep.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

I have been thoroughly equipped for future ministry. Part of that is due to the wide variety of tasks and opportunities that we are given to serve in. It would be hard for any intern to miss their using and developing their spiritual gifts in this internship. Part of that is due to the oversight of our supervisors who are more than willing to help teach and guide an intern to successfully do ministry. Also, I think that the Monthly Intern Development meetings help to train us in areas that we may be unfamiliar with.

8. Describe the relationship you had with your supervising minister.

I have two very different relationships with my two supervisors. Joe's approach is to throw you in the deep end and let you figure it out. If you have any problems then come to him. Otherwise, continue to develop your ministry. With Josh I have a closer relationship, much more of a mentorship and friendship. He takes more time to develop my skills, suggest alternatives that I may not think of, and make more time to be personally invested.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

My personal walk with the Lord was strengthened during my internship. A large part of that success is due to the leadership of the Missions Department. Both of my direct supervisors, Joe Perry and Josh Rolf, are genuinely concerned with the accountability and personal growth of the staff.

10. Please share any concerns or thoughts about how we could better our intern program.

I think one way to improve Prestonwood's intern program would be a way to provide more unity, create stronger bonds between the interns themselves. I am not sure what that would look like but an observation that Zach and I have made is that though we work with and around several interns we are always busy with our separate ministries. A valuable aspect of this internship is the relationship we make with other interns. Maybe that would be alternating Intern Developments that are instructional and skill developing in nature, with something where the focus is more team building/fellowship

Jeremy Roberts – Church Ministry Relations – SBTC, Grapevine, TX – former Pastoral Ministry Intern

1. What was the greatest experience you had being an intern?

My greatest experience was hanging out with Pastor Graham and the memories of him mentoring me. He is one of the finest men of God I know. I particularly enjoyed a dinner we had in downtown Dallas (at the Petroleum Club) where he bought me a steak dinner and told me he is proud of me.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) How to prepare sermons. 2) The importance of excellence. 3) Time management.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Hands-on experience. 2) Relationship building to encourage a minister once they're launched into full-time vocational ministry. 3) Lessons on how to cast vision and see it through.

Weaknesses: 1) There should be half the amount if interns—pay them double. There were always both good and great interns. Eliminate the good and only have great. I had no idea how to baptize, lead Lord's Supper, lead business meeting, etc. A basic pastoral clinic should be given. Maybe once per quarter teach key pastoral issues which pastors must know. The four to be held in a year could be: importance of being SBC, baptism, Lord's Supper, and business meeting leadership (I know Prestonwood doesn't have business meetings, but unless a guy is planting a church, he will go to a church with business meetings if he is the Lead Pastor of said congregation). 3) Time-off should be given near final exams. Maybe just work half the hours and miss church on Wednesday and Sunday to concentrate on finals exams and papers due at the end of the semester. Everything is due that last week.

4. What was the biggest challenge for you personally while serving as an intern?

The biggest challenge was financial struggles.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to learn?

Yes. Aforementioned: lessons on basic pastoral experiences like Lord's Supper leading, baptism, and leading a business meeting. I had Geri mail me DVDs of Pastor Graham leading Lord's Supper and baptism, then I just copied them. There was no other way to learn how to do those things.

6. Describe how you balanced family, work and school.

My wife realized my seminary time was similar to a medical school student. I was paid poorly, worked long hours, but needed to experience that in order to be effective as a vocational minister upon graduation.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Yes. Absolutely.

8. Describe the relationship you had with your supervising minister.

Close. We're still friends.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes. My spiritual disciplines were strengthened.

10. Please share any concerns or thoughts about how we could better our intern program.

One other thought is to possibly hook interns up with the SBTC placement office (that I oversee) to help graduates more efficiently find pastoral positions upon graduation.

Jason Snyder – Married Adults Minister – Prestonwood Baptist Church, Plano, TX – former Married Adults Ministry Intern

1. What was the greatest experience you had being an intern?

I would have to say working with David Shivers. Most people know that if you are David Shivers you end up doing a lot for David. While some might view this as a curse, I viewed it now as a huge blessing. David put me into situations where God

could use me over and over again. I was afforded many opportunities that other interns didn't have and this gave me the opportunity to do some ministry that I hadn't expected to do as an intern. Through this relationship with David, I was able to build some key relationships as well. Overall, I loved my time as an intern.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) There is a lot of "behind-the-scenes" work that needs to happen for the church to function like it does. I sort of knew this but God taught me this in a very real way while I was an intern. 2) Personal touches could possibly be the most important function of a minister. It is essential that people receive notes, phone calls, and emails encouraging them, thanking them, and asking them to do great things. I will never underestimate the power of a relationship. 3) Lastly, and probably most importantly, I learned that I must be content in the situations that God places me. Whether it is in my intern cube, or my minister's office, I need to thank God for the opportunities afforded me and be content with the situations that he's placed me.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) The tasks that the interns do daily – phone calls, prayer visits, etc. These shape their view of ministry going forward. 2) The learning environment created by being in close proximity with other interns. 3) The instruction from mentor to intern, I probably didn't receive as much as others but it was valuable.

Weaknesses: 1) Seeing all the pieces work. Perhaps it would be good for interns to see more of the church. How do other pieces of the church work (Admin, Pastoral, etc.) – I think this is happening now – it was a weakness when I was an intern. 2)

Sometimes the interns are viewed more as workhorses than those we are mentoring for future ministry. 3) Silo mentality – as an intern I didn't really know the other interns in other departments. This may have been my fault but we didn't ever work with them.

4. What was the biggest challenge for you personally while serving as an intern?

Definitely not overstepping my bounds. I was given so much freedom by David that I had forgotten my place in the Prestonwood culture. God taught me several times to submit to my authority while I was an intern. Not a fun lesson.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

I think you are doing this now but things like – how does the admin. process work, how do we do a pastoral visit, how do we perform a wedding, a funeral, how does Todd choose the music, what are Senior Staff meetings like, how does Pastor/Jarrett study for the sermons, etc.

6. Describe how you balanced family, work and school.

It was very difficult at times and I am thankful for my wife and her flexibility. We made sacrifices along the way and God blessed the boundaries that we set in place. There were some assignments for school that were not handed in on time, often times I got up early and stayed up late to finish projects. I tried never to sacrifice my time with Kaylan but instead made our time about quality not quantity. All in all, things worked out very well.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Yes I do. With all things considered I loved my time as an intern and would not have traded it for anything.

8. Describe the relationship you had with your supervising minister.

We had a good relationship and still do. I got frustrated a number of times with David, but we were able to work through or work past those things. I do consider it a privilege to have worked with him.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

It absolutely was – I was forced to make my time with the Lord intentional. With the limited personal time that I had, I made sure not to sacrifice my relationship with Christ. By living intentionally, my faith and relationship grew. In addition, I was given a number of opportunities to teach and lead which forced my faith to grow.

10. Please share any concerns or thoughts about how we could better our intern program.

To be honest, I don't have any. I think it is a great program and I am thankful for the availability of it and the privilege to participate!

Grant Janick – Students Minister – Warren Baptist Church, Augusta, GA – former Married Adults Ministry Intern

1. What was the greatest experience you had being an intern?

Learning! My wife and I now agree that our Prestonwoodwood experience has propelled us leaps and bounds in preparation for ministry! I loved networking, such as getting to know Mr. Mark Harris (I believe it is...) and other, outside of staff, church leaders... as well as church staff!!

2. List the top three things you learned while serving as an intern at Prestonwood.

1) Importance of balance. 2) Perseverance. 3) Excellence (Tell Mike!).

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Breadth/depth of experiences. 2) Investment, spiritually/morally, socially, professionally... (I didn't feel in my experience with Mark Penick and Chris Kouba that I was just there doing grunt work. Working adding value to the ministry and added into my "knowledge bank" of ministry experience.).

Weaknesses: At times, scheduling by my ministers wasn't as strong as it could have been... a trait I'm having to learn with my staff...I wish that I could have had a better holistic look at other ministries.

4. What was the biggest challenge for you personally while serving as an intern?

Learning to balance life and ministry and everything else... to which I say... THANK YOU LORD, IT'S OVER!

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

I personally wish that I could have had a chance to get with the student Ministry more...

6. Describe how you balanced family, work and school.

I didn't do this very well...I would say that I unfortunately cheated family more than anything else during my time at Prestonwood. I felt like I just "did school" and didn't really apply myself too much, although I didn't totally neglect it either, as I feel that I finished pretty strong! I would say that looking back, I probably put work first, then school, then family, that was my and our bad I understand, but I would say on the same token that work kept us pretty busy as an intern at times. I would say, looking back at my intern experience, that if we would have had a healthy look at each month, ahead of time, and each week, ahead of time, that balance would have been much more achievable!

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

YES! GREAT JOB ON POINTING THESE THINGS OUT!

8. Describe the relationship you had with your supervising minister.

Great with Chris Kouba! I am grateful for his insightful wisdom! Great with Mark Penick! I still love catching up with him, and learning of his acumen for effective ministry.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

It was stretched, I'd say...I certainly did have many aspects where I feel that I grew in wisdom and depth of understanding as it relates to relationships, ministry, and devotion to God!

10. Please share any concerns or thoughts about how we could better our intern program.

I'll keep trying to think over this! One thing I loved that Ron Surber would do, is take time to get with all the interns and just instruct us/teach us. One thing I try and do, is to be intentional about teaching the holistic sides of doing ministry. Also, it was so helpful when seasoned ministers would not only give a task to us as an intern, but also equip us with the best understanding for carrying out and finishing a task. UNDERSTANDING was a great bonus into our daily tasks, when it came! Also, I loved the fact that Mike Fechner took a group of us "young'ns" and invested his time into us! That was a great asset and a great memory that has long outlived the experience! BOLD FAITH lived out by our ministers was probably the best instruction I received, big thanks to Shiv, Kouba, Penick, Fech for that!

Dave Cash – Pastor – First Baptist Church Windom, Windom, TX – former Students Ministry Intern

1. What was the greatest experience you had being an intern?

It would be difficult for me to single out one particular "great experience" while serving as an intern @ PBC because the overall experience was life changing for my wife and me. I guess the greatest was being ordained to the ministry with so many dear friends. Also the opportunities I had to spend with Dr. Graham, Mike Buster &

David McKinley were very special to me. I can remember several words of wisdom from all three of these Godly men that have helped shape my ministry over the years.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) The importance of character and always remaining above reproach in all areas of my life. B) The importance of doing ministry with excellence. From sermon preparation to sending out cards to members, all things are important because we represent God. C) My family is my most important ministry.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Hands on ministry experience, I was not there just to fill ice chests and load the buses, I was able to teach, counsel and plan events that enabled me to know what to do when I was over a ministry. 2) Being accountable to Matt Surber. Matt gave me the freedom to do a lot of things, but he was always available to answer questions and assist me. This taught me the importance of always having accountability. 3) Learning to be organized with not only my ministry endeavors but all areas of my life. I was in school, married, and working at PBC at the same time. If I had not learned how to organize these things from Matt Surber and Mike Buster I would have been in big trouble. This taught me the importance of staying organized and I still use it today.

Weaknesses: 1) I never got to spend much time with anyone outside of youth. 2) I would have liked to know how most churches work. In other words, business meetings, deacons etc. outside of Prestonwood. I learned many of these things the

hard way. 3) Sometimes when we would have one large event after another it was hard to juggle school and family. There were times I felt I couldn't catch my breath.

4. What was the biggest challenge for you personally while serving as an intern?

My biggest challenge was mentioned above; juggling ministry, school, & family.

However, I am still struggling with that today, so if anything it prepared me.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

I mentioned above that I really had no understanding of how churches operate.

Many are deacon led, congregation led, pastor led, committee led, etc. Seminary prepares you for many things but this was something that I would have liked to have learned earlier.

6. Describe how you balanced family, work and school.

For me I put family time first, then PBC, then school. I made sure that I had a date night with my wife, and that we went to at least one service together, (Sat. night) I also made sure that we had dinner at least a few times together every week. We also made sure that we got out of town together occasionally. As far as working, I wanted to be there as much as possible so I could learn. I then took just a few classes per semester because I loved being at the church and learned more there. School was a very distant third.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Prestonwood definitely prepared me for the next place God sent me. Matter of fact when I was being interviewed by the Pastor Search Committee, they asked me so many questions for about 2-3 hours and I was able to answer them immediately.

When my wife & I were driving away she said something like wow your time @ PBC really prepared you for that! I was learning things I didn't even realize I was learning. I really felt while I was there my gifts were being nurtured and I was able to use them.

8. Describe the relationship you had with your supervising minister.

The relationship I had with Matt Surber was special. He never made me feel like I was an intern, but made me feel like I was an important part of the youth ministry. He was patient with all my questions and inexperience and he taught me so much. Matt always took me into meetings and on trips so that I could see first hand how things worked. He took me to hospitals and family visits as well so I would know how to handle those difficult situations. Even after I left PBC he always had time for me. We maintain a close friendship/accountability relationship today.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

I was going to lunch with Dr. Graham and Dr. McKinley one day right after I was ordained to the ministry. Dr. Graham looked at me & said, "Cash, I was reading your

testimony this past week and you have come a long way in a short time, do you realize that?" I said, "Yes sir." He then said, "Do you know how over your head you are?" I said, "Yes sir." He then said, "Good, don't forget that you will always be over your head, but that just means you have to learn to rely on God, and that is where you want to be!" My walk with Christ was definitely strengthened while at PBC; it is where I learned to rely on God.

10. Please share any concerns or thoughts about how we could better our intern program.

I loved my time there and think back on it often.

Cole Hedgecock – Associate Pastor – First Baptist Church Jenks, Tulsa, OK – former Married Adults Ministry Intern

1. What was the greatest experience you had being an intern?

Who I worked for – learning from the best of the best (Mike Buster, Neal Jeffrey, John West, Todd Bell, & Jack Graham) and with (David Goza, Chris Kouba, the youth losers, and my favorite golden boy Jarrett Stephens).

2. List the top three things you learned while serving as an intern at Prestonwood.

1) Dream Big. 2) Never underestimate what God can do. 3) Work as hard as you possibly can for God and the results will come.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Exposure to the great minds and experience. 2) Exposure to the system – it is simple: guest follow-up, fill out the organizational chart, and build

relationships. It was the fact that Prestonwood was great because it did the small things correctly. 3) If you try at Prestonwood, you can build relationships with the key staff leaders (basketball with Buster, talks with Neal, hospital visits with John West were my three ways to accomplish this).

Weaknesses: 1) No true exposure to the decision making process (why decisions are made). 2) No true exposure to the vision casting process (why the church is doing what its doing). 3) A lack of interpersonal investment with the main staff leaders (pastor, executive, worship, & teaching).

4. What was the biggest challenge for you personally while serving as an intern?

I was hired to work with the Open Division and then got borrowed to the senior adults. David Goza told me I would work with Scott Seal in my free time 20% or so, but looking back I think Scott thought it would be an even 50-50. Our relationship was never good because I did not view him as my boss and he viewed that as disrespect. My disrespect was unintentional, but I can see why he was not a fan of me during my time there.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

I think being able to listen (be seen not heard from) during the vision casting and decision-making process would be the main thing. I'd still love to listen to the sermon planning process and vision casting planning. **Interns do not need input unless called upon (they should sit down and keep their mouths shut), but they should be exposed to the process.**

6. Describe how you balanced family, work and school.

I did not have family so it was work from 8AM-8PM and school after work. School was always secondary, but I maintained a 3.56 GPA. This is my biggest struggle in ministry today and Prestonwood/being single did not help me with this. To a fault, I am a workaholic and will accept full responsibility for this personal flaw.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Absolutely. I learned how to teach in Bible Fellowship and preach in nursing homes. In fact, I would strongly suggest you make every intern preach a weekly service in a nursing home if that policy is not already in place – that was great for me personally. I'd also recommend a time of evaluation with a staff member to help refine an interns style and teaching ability.

8. Describe the relationship you had with your supervising minister.

I had/have a fantastic relationship with David Goza, could not have been better. With Scott, there was always tension due to a lack of communication as to what my job entailed. Being in the Open Division, I felt like I was responsible, supervised by the associate pastors as well, and still have a good relationship with some of them.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes. I never felt like I worked at Prestonwood for the pay (I would have worked there for free), but there were a few months where I honestly did not know where rent was going to come from. My faith and trust in God grew tremendously from that.

Living Faith was also a spiritual marker for me – is my faith living (active and growing) or alive (bland and stale).

10. Please share any concerns or thoughts about how we could better our intern program.

Provide more exposure to the decision-making process and vision casting.

Allow the interns to sit with Pastor or Jarrett during a full sermon planning. Show why your intro is what it is, how you transition, and how you conclude, etc.

Create some sort of rotation where all the major leaders take an intern or two to lunch once a month. Clearly communicate job responsibilities if an intern is reassigned.

Christina Delgado – Spanish Ministry Intern – Prestonwood Baptist Church - current

1. What was the greatest experience you had being an intern?

My greatest experience has been working as a team with the pastor, volunteers, and the leaders in the English Children's ministry. I have had the opportunity to see the body of Christ in action. Being the bridge between the English and Spanish church, I have had the opportunity to see that people's hearts work to serve the Lord together, even in the midst of cultural misunderstandings.

2. List the top three things you learned while serving as an intern at Prestonwood.

I am learning the power and criticality of prayer in the ministry. I am learning to trust people in the church and believe that their intentions are to glorify God. I am learning to be aware of my team's needs and the children's needs.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) This internship provides seminary students with the opportunity to serve in the ministry while attending seminary. Ministering while in seminary is so important because the student can not only directly apply what he is learning in class, but also develop his practical ministry skills while he grows spiritually and intellectually in his classes. This internship helps provide a holistic ministry preparation for seminary students in that they are trained in the field and in the classroom simultaneously. 2) The intern meetings are very beneficial. I am a little isolated in the Spanish ministry, so am I greatly encouraged to hear about what God is doing in other areas of the church. 3) Being an intern at Prestonwood, I am exposed to so many different facets and areas of ministry of which I was not previously aware. I feel that this internship is great training for future ministry. I am learning what are my strengths and weaknesses in ministry, and how to hone my strengths and develop my weaknesses.

Weaknesses: 1) Personally, I feel like I was thrown into an ocean without being taught how to swim, but expected to learn how to swim or sink. I did not know who to contact for what. Volunteers immediately started asking me for things that they needed, but I did not even know who to go to for anything. 2) I was also constantly finding out processes after the fact that I was supposed to have known about, but I did not know. 3) I have been here for five and a half months, but I have not been followed up with to ask how everything was going. Now, I know my expectations and responsibilities in the Hispanic ministry, but I still do not fully understand what my expectations are as an intern for the English church.

4. What was the biggest challenge for you personally while serving as an intern?

My greatest personal challenge has been my physical and emotional health. The week before spring break, my back problems returned, and I lost the ability to walk. I was apartment bound for five days. I tried to come to work after that, but I ended up in a wheel chair by the afternoon. Eventually, I was able to walk again, with a cane. By God's grace, I can walk again without any problem, but those weeks were extremely difficult for me. I am still very careful and cautious of my back.

Emotionally, a couple days after I could barely start walking again, my grandmother almost died, and my boyfriend and I broke up. This is still an emotional drain.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

I think that training in how to take care of your volunteers and protecting yourself from trying to be "superwoman" and doing everything yourself would be beneficial. The weight of the ministry should not be on one person's shoulders, but be carried by the team. I do not want any of my team members to feel over worked. I am learning about how to equip them and protect them from that happening to them or myself.

6. Describe how you balanced family, work and school.

I am learning how to balance my family, work and school. My family is far away, so I do talk to them on the phone. To me, my best friends in my apartment building are my family. I have had a hard time learning how to balance everything, and am still learning. I try to designate Saturday to be with people, and every night during the

week for homework. When I can, I study with people so that I can still maintain those relationships.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Yes, I feel that I am being equipped for future ministry and able to use my spiritual gifts. I love working here at the Hispanic ministry of Prestonwood. I feel that this is a unique opportunity. God is using my time here to show me what areas of ministry He has gifted me in and is developing passions inside of me that I did not know that I had.

8. Describe the relationship you had with your supervising minister.

I have a very good relationship with my supervising minister. I know that I can talk with him about anything that I am facing in the ministry. He always makes himself available to me and listens to all of my concerns. He is also very concerned about my personal well-being while I serve. I am very blessed to work under him.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes, my relationship with the Lord is being strengthened. I am learning that I cannot do anything on my own without His strength and power. I constantly have to cry out to Him and rely on Him to face the challenges of ministry. I have also had the privilege to see His hand at work.

10. Please share any concerns or thoughts about how we could better our intern program.

I think that there should be a follow-up with placement of new interns. Although I am very happy and content with where I have been placed, I would have liked the opportunity to express that along with any concerns that I might have had.

Chad Dean – International Mission Board – former Married Adults Ministry Intern

1. What was the greatest experience you had being an intern?

My favorite time was each Sunday at the end of each service having the opportunity to receive people who were making decisions.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) There is no substitute for continued personal growth. 2) Personal relationships with the people you serve are vital. 3) It's essential to find a balance between personal time with the Lord, family and ministry.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Interns are included in ministry meetings, involvement during weekend services, mentorship. Weaknesses: 1) Not enough time off considering seminary is part of the program. 2) The pay (although it was a humbling experience). 3) Mission trips not paid for.

4. What was the biggest challenge for you personally while serving as an intern?

I wouldn't really call it a challenge but we bought a house six months before I accepted an intern position. It was certainly a season of faithfulness on our part as we watched the Lord provide for us during that time.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

Nothing I can think of.

6. Describe how you balanced family, work and school.

It was definitely easier without kids. We knew that this was only for a season so we both made the most of our time together each week. I tried to do as much studying as I could while she was working so we could have time together in the evenings and on the weekends. It really helped that she was very involved in the ministry and often helped me.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Absolutely. I tell people all the time that it was a great experience to work on staff at a church that was involved in so many different things. It exposed me to a wide range of ministry areas and provided opportunities during the internship to use gifts and strengthen areas that I was not gifted in.

8. Describe the relationship you had with your supervising minister.

Shivers, hmmm...it helped that I knew him before I agreed to serve with him. I thought we worked really well together. We complemented each other in many ways. We had a great relationship before, during and after my time serving with him.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Definitely. It was during seminary and while I've heard that many guys get burned out during seminary, I was really strengthened during my time and I'm sure it was partially due to my work as an intern.

10. Please share any concerns or thoughts about how we could better our intern program.

I would say keep doing it, keep the interns involved in the meat of the ministry and if you can't pay them well then take care of them in other ways.

Bryan Cox – Spiritual Development Ministry Intern – Prestonwood Baptist Church – current

1. What was the greatest experience you had being an intern?

My greatest experience has been to work alongside of other great interns as a brotherhood that fosters community and growth, as well as working with some of the best ministers to learn and glean information both offline and in development meetings. More specifically it has been great to not only do the administrative work of the church but also to counsel, teach, and organize people to do ministry. Actually doing ministry has been the greatest experience.

2. List the top three things you learned while serving as an intern at Prestonwood.

- 1) Ministry can be tough, so guard your heart more than prep your mind; it is more important to run after Christ than after people. 2) Work hard and work constantly.... ministry is not a lazy man's calling, leaders lead out in prayerful, intentional hard work. 3) We are in the people business, so never underestimate the power of a touch: physical, emotional, phone call, text, letter, e-mail.
3. What do you see as three strengths to our intern program? Three weaknesses?
- Strengths: 1) Working closely with ministers who can serve as boss, mentor, and minister. 2) Intern Development meetings (coupled with the ed. mentor meetings with Ronnie Floyd, Alan Taylor, Bruce Hale, etc.). 3) High expectations
- Weaknesses: 1) Ministers need to provide heavily realistic expectations specific to their ministry area (MA1 very different from Open, S1 very different MA3), and those ministers coaching their intern into realism rather than naïve idealism.
4. What was the biggest challenge for you personally while serving as an intern?
- My biggest challenge was the balance. Finding time for studies, work, and wife/family. When I came on, I worked my tail off and neglected other aspects, but God has used Chris greatly to help me find that balance. Other conversations with Connor, You (Jarrett), and Jeff have given me perspective on what it looks like to be busy and balance family and studies. I have realized that I have more time than I will ever have again!
5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?
- Nope

6. Describe how you balanced family, work and school.

As described above, this was an early challenge. I have outlined on an excel spreadsheet a time management sheet that gives me an overview of what my day should look like; this includes 1-2 hours of “Natalie Time” each night. Natalie and I also have a date night every week, and we try to go out with other couples in our BF or other leaders, so that I can involve my wife in the ministry while still spending time with her (a la Jeff Young). I try to read as constantly as possible to keep up, so that scheduled “study time” can be devoted to languages or paper writing. Also, I have taken a page out of Kouba’s book and begun writing out all assignments due by the week they are due, so I can get a ten thousand foot view of my semester’s weeks, and Natalie can see this too so she will know what the stressful weeks will be.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

YES, for all the reasons listed above under “strengths” I believe I am equipped and my gifts of administration and teaching have been put to work in big ways through BYSID and teaching in various BF’s including Fusion.

8. Describe the relationship you had with your supervising minister.

Excellent, Kouba has been a minister to both Natalie and me, he has been a great boss with clear expectations of work and excellence, he is a mentor who schedules monthly to sit down with me alone and answer any questions or coach me in any areas of strength and weakness. Kouba and Connor too are both friends; it is great to

walk with and work for men and their wives who I actually like and consider as friends.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes, I see now the importance of not sacrificing time with the Lord, not even for studies. I see the importance of guarding your heart from pride. I see the power in purity. I have “known” these things were important, but now I see them first hand, and have been brought to a realization of spiritual strength through Christ needed to do the work of the ministry. I would say also my marriage has been strengthened tremendously. Natalie and I have connected with other couples and have been ministered to more fully than we ever known in our relationship.

10. Please share any concerns or thoughts about how we could better our intern program.

Nope. You’re a great coach Jarrett.

Brock Benson – College Minister – Prestonwood Baptist Church, Plano, TX – former Singles Ministry Intern

1. What was the greatest experience you had being an intern?

Narrowing the experience down to only thing is hard. But the greatest experience would have to be getting the chance to teach God’s word consistently weekly. There is no greater learning experience than this.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) Respect. 2) Discipline. 3) Humility.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) The three biggest strengths would first have to be the ability to do a lot hands on ministry right from the start. 2) Secondly the monthly intern develop meetings were a huge asset to young men such as myself who do not have a firm grasp on what it means to run a church that has multiple staff. These meetings gave incredible insight into what it takes to get ministry done from a grassroots level. 3) The final strength of the intern ministry I would say is that it helps young men and women develop their communication skills. Before I came to Prestonwood I considered myself fairly adept in being able to communicate, but now having been through it I realize that I had so much room to grow and still have room to grow. I guess the reason for this is your are communicating a lot as an intern whether it's over the phone with people you have never met or with leadership that you have to be clear with in order to strategically accomplish something.

Weaknesses: As for the weaknesses of the intern program there are a few that are really worth noting. Some happen to be personal preferences but nevertheless they might help. 1) First to me their seemed to be a lack of training when I first started on how things happen and operate within the church itself therefore I was left asking a lot of questions my first few months and was frustrated. 2) Secondly, expectations never seemed clearly defined by my superiors, of what they expected weekly from me. 3) The last critique of the intern ministry deals with the isolation most of us feel

in our particular ministries. This prohibits us from seeing how other ministries in the church are done and that was somewhat disappointing.

4. What was the biggest challenge for you personally while serving as an intern?

Balancing school and work was the biggest. There were points in the semester that I knew I needed time off work to accomplish school tasks but was too scared to take off or could not afford to.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

Learning how to conduct weddings and funerals would have been a big help. While I have never done either I am sure when the time comes I will be somewhat inadequate.

6. Describe how you balanced family, work and school.

Personally I am not sure if I should be the one answering the question or not. My wife could better answer this than I could but I hope she agrees with what I am about to say. I always tried to make my wife the first priority. This meant that Friday night was hers as far as date night. I did not pursue schoolwork and tried as hard as I could not to plan ministry events on Friday. Also I made it a priority that whenever she decided to head to bed that I would make it my goal to do so either then or within a few hours of her going to bed. Balancing school and work has been extremely challenging. For the most part I have found that I work on schoolwork in the midst of

sitting in another class listening to lectures because this is the only time I get schoolwork done.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

In a sense yes but perhaps not to the capacity that I would have like to have been able to because the limitations that are set within the particular ministry field you are in.

8. Describe the relationship you had with your supervising minister.

Since I had two supervising ministers as my time as an intern it is only fair to evaluate both of them. My relationship with Jarrett Stephens as intern underneath him to me was special. There were some significant struggles that I can remember discussing with him in the confines of his office regarding school and my wife and his encouragement to me was very helpful. While I wish circumstances could have allowed us to talk more frequently I realize this is the nature of how ministry in a large church happens. My relationship with Bo I could say was a healthy working relationship. We had the chance to go to a hockey game together one time during my time as an intern underneath him and that was a very encouraging time. But I have always felt some significant distance there with him and I am not sure exactly why that is. To me what I have seen is that for the most part relationships within Prestonwood between ministers and interns are strictly work related. This to me is not the norm that I have always been used to within the churches I have grown up in and I have to fight the tendency to expect anything more.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Very much so. I would say that perhaps it has not been as tangible as I would have like it to be. But there many intangible ways my walk with Christ has been strengthened. They include learning what it really means to cultivate respect for God's leadership even when it is hard, and adaptation in what my walk with Christ looks like.

10. Please share any concerns or thoughts about how we could better our intern program.
- Integration between divisions more would be helpful so that interns can see different ministries in action.

Brandon Harrison – Students Minister – Grace Baptist Church, Santa Clarita, CA – former Students Ministry Intern

1. What was the greatest experience you had being an intern?

There were a couple of great experiences as an intern at Prestonwood, the first being Freedom every year. Working towards Freedom was some of the most stressful yet fruitful times in my ministry at Prestonwood. I had to learn to lean in to God even more to balance my family, school, and work. The other experience that I would consider great was the day we as interns sat down with Mike Buster. The things that stood out to me most that I have used greatly since leaving is that 25% of your day should be spent walking around meeting people and saying hi. This has allowed me

to develop relationships with people across the church that I would not have done if he had not encouraged us to do so.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) I learned the art of discipline when it comes to time. 2) Another thing I learned was the importance of a team and how to build a team. Chris and Phil were great at building and creating a team environment, which allowed everyone in our offices to have ownership of the ministry. 3) The third thing was the act of doing everything with excellence and excellence for the glory of God. It is easy to do things half way in ministry, but doing it with excellence models to others the importance of giving their best to God.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: There are obviously more than three strengths to the intern program, but in choosing three I would say that 1) Prestonwood does a good job at training people, at a high level, to do the ministry of the church. 2) The intern program did a great job of showing and modeling the importance of team across the board (you gave us ample amount of time to know what you expected out of us and everyone on staff). 3) Meeting with key minister's on staff gave us the opportunity to learn from the best in the country at their position.

Weaknesses: 1) Not enough interaction with interns from other departments (especially being in Student Ministry). 2) Our spouses would have benefited from

getting to know some of the Pastor's/Minister's wives. 3) Lastly, the opportunity to teach more, however I did see more opportunities during my last three months there.

4. What was the biggest challenge for you personally while serving as an intern?

My biggest challenge was the management of my time. Living an hour away, going to school full time, married, and working made things stressful at times. However, I had some guys who I worked with (Chris Lovell, Phil McMichael, Cory Butler, Jared Wood, and Michael Wood) that helped me out with this.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

Prestonwood was really good at training us to do a variety of things; I wish I had learned how to walk a family through funeral arrangements and what all is involved with that.

6. Describe how you balanced family, work and school.

I learned how to balance all of those very well while at Prestonwood. I had to learn the importance of making memories with my wife when I had time off or got home. Spending good quality time with her became very important. I am thankful for learning that while at Prestonwood.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

Yes, I believe that is one of Prestonwood's biggest strengths is to equip the minister for further ministry.

8. Describe the relationship you had with your supervising minister.

Cory and I had a great relationship. He was very active in creating a team environment as well as working with us to think through long-term plans for things. We hung out at work and after work, he was very good at modeling the life of a minister.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Yes, it was strengthened in the fact that I had to learn to lean in to God more and trust Him more than I had in the past. The encouragement to stay in the Word was always at the forefront of our minds and our leaders minds.

10. Please share any concerns or thoughts about how we could better our intern program.

The only way to make it better would be to have interns spend more time with the Senior Pastor, Executive Pastor, and other lead ministers (Jeff Young, Chris Lovell, Saundra Sonders, etc...) to learn from them what successful ministry looks like over time.

Michael Guyer – Southeastern Seminary student – former Missions Ministry Intern

1. What was the greatest experience you had being an intern?

The greatest experience was the personal relationships both with the ministry team I served on and with those I got to grow with and serve in ABF.

2. List the top three things you learned while serving as an intern at Prestonwood.

1) The importance of relationships in ministry. In some ways, everything else centered on this important lesson. 2) Leadership. 3) Organization.

3. What do you see as three strengths to our intern program? Three weaknesses?

Strengths: 1) Exposure to a number of different ministry opportunities. 2) Close contact with pastors of staff (at least this was true for me). 3) Fellowship and camaraderie with other interns.

Weaknesses: 1) Easy to delegate tasks to interns, but not mentor them through those tasks. From an intern's perspective, sometimes you don't see the purpose behind the things you are doing, this is especially true if the pastor you serve under does not help you see the big picture of what you're doing. 2) A clearer goal for internship. I think there was a lot of clarity brought towards the end of my time in the internship, but I do not think it was always clear to interns where they were headed in the internship. Having a clear vision of why you want interns to serve at Prestonwood and defining the direction of the internship will only make it better.

4. What was the biggest challenge for you personally while serving as an intern?

Probably, keeping my focus on the big picture when I was asked to do things that seemed insignificant to me or were different from what I hoped to do.

5. Is there anything that you would have liked to have been trained in or learned while serving as an intern that you did not get the opportunity to?

The internship training times (I went to 3 or 4) were great. I think this helped me see that I was just not being prepared for leadership in general, but for pastoring and leading in the local church. I don't think I would add anything specifically to this, but I would emphasize continuing, even increasing, the equipping of interns to understand the local church, pastoral ministry, the church's role in the Great Commission, etc. I know these sound like seminary classes, but what I have learned in the local church has shaped my view of these matters just as much if not more than what I have learned in the class room.

6. Describe how you balanced family, work and school.

First of all, being single helped with managing an intern's schedule. I would say towards the beginning I gave more focus to school, but towards the end I felt more focused on the internship. Some of this is just the love of serving in the local church, but it was definitely a challenge to balance these things.

7. Do you feel like you were equipped for future ministry and able to use your spiritual gifts during the internship?

I really feel like I was given a lot of opportunities to exercise my gifts. I learned a lot about my weaknesses, but was constantly encouraged and put in new opportunities to lead and serve that have prepared me for future ministry, even the ministry that I am doing now.

8. Describe the relationship you had with your supervising minister.

I think this was the greatest aspect of the internship for me. I had the opportunity to work closely with my supervising minister. Having the opportunity to interact on a daily basis kept me focused on what was most important and I felt like I was being invested in and mentored in ministry.

9. Was your personal walk with the Lord strengthened during your internship at Prestonwood?

Definitely strengthened. I grew in my love for the gospel, for the church, and for the lost when I was serving at PBC.

10. Please share any concerns or thoughts about how we could better our intern program.

My internship at PBC was a great blessing to personally and I feel like it has equipped me for future ministry.

Food for thought:

- Invest energy in training pastors to plant churches nationally and internationally. I know this is something that you have already thought of and discussed, but I think it is the greatest need we have today and a church like Prestonwood has the opportunity to make a huge impact.
- A stronger partnership between the seminary and the church I think could help with this, however; this may already be the case with SWBTS.
- Keep encouraging pastors to invest in their interns. This personal relationship I think will largely determine an internship experience at PBC.

Appendix C

MINISTER QUESTIONNAIRES*Bo Patterson – Open Division Minister – Prestonwood Baptist Church*

1. Why do you think it is important for a church to have an intern program?

Intern programs help expose new ministers or those new to seminary to the practical side to ministry. While many parts of the Christian faith can be taught many others can only be learned through experience. The intern program at Prestonwood has helped refine counseling, crisis and apologetic skills through one on one meetings. These life lessons help make a new minister well rounded and effective for his next position.

2. From a supervisor's perspective what are the benefits of having an intern?

An intern frees up the minister from responsibilities allowing for more ministry to take place. Secretaries cannot be up at the church 24/7 and key needs get missed or looked over simply due to the amount of work needed at a church. An intern helps alleviate these needs by serving in services, leadership meetings and counseling sessions. Some tasks they might help the minister complete are counting attendance, directing leaders to key information and counseling new believers in the faith.

3. How do you suppose our intern program benefits the interns?

An intern program allows an intern to put to practice that which he has learned in the formal education setting. He has the opportunity to use his new knowledge on God

being Sovereign and Provider to encourage a young believer in the faith. He can practice out the role of a shepherd by leading leaders in his assigned ministry and develop conflict resolution skills not found in seminary. Internship programs form the avenue for an intern to be a doer of the word not a hearer only.

Chris Lovell – Student Minister – Prestonwood Baptist Church

1. Why do you think it is important for a church to have an intern program?

An intern program is important for training up leaders for the future of the church.

2. From a supervisor's perspective what are the benefits of having an intern?

The benefits of an intern are getting to shape them and model for them healthy ministry. They get hands on training with the safety net of not being totally responsible for everything.

3. How do you suppose our intern program benefits the interns?

I think it benefits the intern by them gaining practical hands on experience, it helps them learn the behind the scenes ministry, and helps them develop a servant's heart toward ministry.

Jason Snyder – Married Adults Minister – Prestonwood Baptist Church

1. Why do you think it is important for a church to have an intern program?

First of all, I think there is an imperative in Scripture to train the next generation of leaders. I think that it does the Church of Jesus Christ a huge disservice to throw inexperienced, raw, and immature pastors and church leaders into situations they have no experience with. I know that was the case for me. I would have never survived had I not been mentored and disciplined in an internship program. Secondly, the mentor is able to help the intern find his direction and calling. Sometimes folks feel called to ministry and they have no idea what piece they are called to. There are some interns that strongly feel they are called to preach and yet they couldn't teach their way out of a paper bag. We can help them find their calling in ministry.

2. From a supervisor's perspective what are the benefits of having an intern?

Honestly, they are able to get some ministry done that is extremely time consuming. There are calls that need to be made, there are visitors that need to be contacted, and there are some prayer requests that need to be handled and an intern can excel at these items. Also, there are so many times that we just need another staff member to help with events where a volunteer probably wouldn't do. Lastly, I think an intern is a person who is trained/being trained in the ministry and you can bounce ideas off that person and get a reaction. They can help you brainstorm.

3. How do you suppose our intern program benefits the interns?

It teaches them the benefit of hard work. Not all ministry is "pulpit ministry" and we all need to realize the weight and "day to day" activity of ministry. I know that it helped me in that way. It exposes them to a wide variety of ministry that they don't

get other places. Probably the best thing - it teaches them about ministry outside of the ivory towers at seminary. They need to be in the real world of ministry getting their hands dirty.

Josh Rolf – Global Missions Minister – Prestonwood Baptist Church

1. Why do you think it is important for a church to have an intern program?

The intern program is a form of practical discipleship for the aspiring minister.

Seminaries give only so much information...but application is what ultimately leads to successful churches. The inter program allows students...and aspiring pastors to be placed in an incubator while they learn to practically apply church planting and growth principles. I believe in obedience-based discipleship over knowledge based discipleship. It is a principle that has led to church planting movements around the world...the intern program implements an “obedience based discipleship” type of training for young up-and-comers.

2. From a supervisor’s perspective what are the benefits of having an intern?

The primary benefit is being able to multiply yourself into another person...imparting your understanding of the church into someone who is in a sponge-like stage. Sure there are other benefits like being able to get projects done by having an added hand....but the main benefit is being able to take what I have learned over the past few years and raise-up an individual, equipping them, and then sending them out. It allows me the opportunity to very easily fulfill the great commission at a higher level of discipleship.

3. How do you suppose our intern program benefits the interns?

They have the opportunity to grow in the practical/applicative principles of ministry and to learn in a safe and protected environment. They are also exposed to all types of aspects of the ministry...children's, adults, pastoral, worship, and – most importantly, missions – well...I hope we expose them to this! Interns also get to attach themselves to a well-known church, which will benefit them as they look for opportunities down the line.

Jeff Young – Minister of Spiritual Development – Prestonwood Baptist Church

1. Why do you think it is important for a church to have an intern program?

One of the key functions of the Church is discipleship and a key component of discipleship is equipping people for ministry. Most churches would say that God has blessed them immensely. An intern program allows them to be a blessing to an individual and church after church as this individual expands their influence in the years ahead. An internship affords a student a behind the scenes look at how ministries operate; i.e. the necessary balance between their theological equipping and the necessary pragmatic side. In addition, I believe it makes the sponsoring Church more effective. They have additional help in serving the Body, their community and another trusted voice on the inside to add input which assists in helping them reach their redemptive potential.

2. From a supervisor's perspective what are the benefits of having an intern?

While clearly an intern can assist a minister with various administrative matters, one of the chief benefits is the accountability for the minister's personal growth and development. The minister has to stay ahead in what they are planning, reading, leading, and discussing. The intern's experience hinges largely on the minister's commitment to develop and stretch his intern.

3. How do you suppose our intern program benefits the interns?

If handled wisely, it corrects any misguided notions about pace, work ethic, time demands and focus. It shows them the habits and skills that are necessary in leading a volunteer army; which is very different than what they may have learned in management classes in college. I believe the two chief benefits are the myths an internship could explode. First, that they will have massive amounts of time for teaching preparation. And second, that events, programs and ministries just run on their own. They don't. They tend to drift south. That is why leadership is critical. Finally I would say that an intern program shows them negative things as well; things that they will notice that they determine never to repeat when they are in leadership.

Connor Bales – Married Adults Minister – Prestonwood Baptist Church

1. Why do you think it is important for a church to have an intern program?

The intern program is a great way for our church to provide "practical" ministry experience to seminary students as a compliment to the theological training they are learning in their classrooms. It provides a great win-win opportunity for both the interns and the church.

2. From a supervisor's perspective what are the benefits of having an intern?

Having an intern is helpful because it allows ministers to be freed from some of the administrative tasks within our ministry areas. This enables the ministers to focus more on the people within their respective ministry areas. Additionally, it is helpful having an intern because it forces the ministers to maintain a teacher or trainer's mindset, constantly pouring of yourself into someone else.

3. How do you suppose our intern program benefits the interns?

The intern program is critical for our interns because it offers them real world ministry "practice" that isn't found in a classroom or book. Additionally, it prepares them for church order, organization, structure, and leadership through the ability they have of seeing Prestonwood modeled up close and in person.

Ed Upton – Single Adults Minister – Prestonwood Baptist Church

1. Why do you think it is important for a church to have an intern program?

I think that leadership (correct, biblically based leadership) is vital to the growth of the church today. The young men who are studying in our seminaries will be the one's who will ultimately help shape the future of the church. It is our job, according to Matthew 28:19, to make disciples of all nations. This process of making disciples takes time and effort on our part as well as time and effort on the part of the young men we are trying to develop. One of the ways that a church can make disciples is through a program that allows men who are going into ministry to work alongside and learn ministry from someone who has been doing ministry for a long time. These

men (at least at Prestonwood) get the opportunity to work alongside a minister for at least a year and in some cases longer, in order to develop necessary skills to be effective ministers. This is the essence of what disciple making is all about. The ministers of Prestonwood are making disciples of these future ministers.

2. From a supervisor's perspective what are the benefits of having an intern?

I don't really look at having an intern as being necessarily beneficial to me. The first goal of a supervisor should be to help your people grow in their walk with Christ and their leadership. We are not given interns to use them but to grow them. Now, with that being said, having an intern does help quite a bit when I'm trying to call visitors or meet with people who need counseling but I still see that as part of their training. The main benefit for me is that having an intern helps me grow as a leader. Russell challenges me in areas where I need to work on my leadership as well. They are not here to run errands for me or to do all of the menial tasks that I can find for them. If I'm not challenging them to grow then their time here will be wasted

3. How do you suppose our intern program benefits the interns?

I think the number one area that our program helps our interns is in the realm of gaining experience. I have only been at Prestonwood for about six months but I guarantee you that I have learned more in my first six months here than in my previous ten years worth of ministry experience combined. I know that Russell, and I'm guessing all the interns, feel the same way. There is so much to learn when it comes to being a minister and becoming a leader worth following and Prestonwood

provides the opportunities for that in ways that I've never seen before. So, I would say experience, discipline (you have to be disciplined to work here), hard work, and learning leadership are all ways that interns benefit from being a part of Prestonwood.

Chris Kouba – Dallas Campus Pastor – Prestonwood Baptist Church

1. Why do you think it is important for a church to have an intern program?

It is important because it allows a built in system to develop leaders, it supports the local church and it's ministries through the work of the intern, it keeps the staff young and sharp as they are continually around young guys who are actively involved in seminary and learning the new and cutting edge scholarship, it allows new ministers to be built up from within the church.

2. From a supervisor's perspective what are the benefits of having an intern?

The main benefit is it forces me to think about leadership development. This is something that is vitally important no matter what position I will serve at a church and having an intern never allows me to waver in this important facet of leadership. It also allows me to build relationships with guys that I might one day serve with or guys that I can collaborate and share ideas with when they are serving in their locations. The networking aspect alone is worth having an internship program, both for the intern but also for the supervisor. Another huge benefit of having an intern is it allows me to best use my time to make it the most productive to accomplish more ministry. I simply would not be able to do many of the initiatives and ministries I am

able to without the help of an intern who can help with many of the administrative aspects of the job.

3. How do you suppose our intern program benefits the interns?

Our program benefits the interns first by allowing them to have very practical hands on experience doing real ministry. Sometimes this is through them being the ones doing the ministry (decision counseling, camps, VBS, and counseling those who walk up to the building) but also through observation. Another huge benefit is the relationships they are able to make with other interns. This allows them to process what they are learning in seminary with other like-minded guys and also to learn from each other during seminary. This continues once they are out of the internship through the collaboration and mutual learning they do when they are serving in their respective churches. Also, while it may sound obvious, the financial benefit of the internship is a huge plus. This internship pays the most of anyone in the area and this financial incentive is a huge benefit that allows the interns to make money while at school. Finally, a huge benefit of the program is it teaches time management and helps interns learn how to balance the need for study, ministry, and also normal life. I have found this need for balance doesn't change when I graduated seminary yet just looks a little different going forward as message prep increases.

Joe Perry – Missions Ministry – Prestonwood Baptist Church

1. Why do you think it is important for a church to have an intern program?

I am not telling what you don't already know, but the entire spiritual principal of evangelism/discipleship I believe also encompasses training "up" these young ministers by providing for them a "father in the ministry" at least for that time of their life. In many ways nothing could be more critically important, helping keep them encouraged and on track.

2. From a supervisor's perspective what are the benefits of having an intern?

From my perspective the advantages of an intern to me are: 1) I can give a ministry to the intern and supervise from a distance both giving the intern the opportunity to succeed or fail with me being close enough to prevent the failure from being major. This allows the intern to be very aggressive and teaches him to trust the Lord even more. Having that safety net increases his opportunity to be edgy and do exciting things with big benefit now and down the road for the intern. It allows us to expose the intern to unique ministry that he may not even see in his first church. The intern benefits us because we need to be sharper to help the intern, finding significant ministry for him to do, and this challenges him and us. It benefits me to pour into a younger minister who will someday be leading a church or ministry.

3. How do you suppose our intern program benefits the interns?

The intern program HAS to be a huge help to a young minister. I recall working for my brother-in-law in the electrical business while in college... guys became electricians in two ways, one was primarily in the classroom the other was primarily as an intern, the difference was profound as interns were ALWAYS better at what

they did. By facing REAL issues in the field, this just made them more complete as electricians; there isn't anything much better than hands-on experience. For me in business, when I went into ServiceMaster I was assigned to a big hospital under the direct supervision of a Master Coordinator; most guys didn't want this as they wanted to start in "their own" small hospital. I became a Master Coordinator, Regional and Area manager faster than anyone in ServiceMaster up to that point in the company's history (and I did this with very average intelligence -ha!). This is what internship does in ministry. I would imagine that interns are more likely to "survive" in ministry because of the experience and they have the plus of having an older guy care about them. My interns ask me questions often that I wonder what guys who never went through an internship would do to get the answer. Also, since the internship is done in a larger church, I would think the exposure to unique and varied ministry has to be huge.

Appendix D
Prestonwood Baptist Church
Supervising Minister Questionnaire

1. Why do you think it is important for a church to have an intern program?

2. From a supervisor's perspective what are the benefits of having an intern?

3. How do you suppose our intern program benefits the intern?

Appendix E
Intern Manuel

Prestonwood Intern Ministry



INTERN MANUAL



The mission of
Prestonwood Baptist Church
is to glorify God
by introducing Jesus Christ as Lord
to as many people as possible
and to develop them in Christian living,
using the most effective means
to impact the world,
making a positive difference
in this generation.

Welcome to the Prestonwood Intern Ministry. It is my privilege to share in these formative days of your ministry.

While at Prestonwood, you will experience dynamic worship, excellent ministry practice, and a myriad of service opportunities that will enhance your calling and prepare you for a lifetime of effective ministry leadership. You will also take part in a personal discipleship and mentorship program that will allow you to deepen your faith and strengthen the uniqueness and influence of your calling.

This manual is designed to familiarize you with the expectations, responsibilities, and procedures for the intern staff. There is much to learn, and I encourage you to spend the appropriate amount of time to absorb these contents in order to ensure a firm understanding. Please don't hesitate to ask questions of any of us serving alongside you should you need any clarification or assistance.

As with every area of your life, I know you can be counted on to fulfill your internship here at Prestonwood with Kingdom-driven excellence.

Unto the praise of His glory,

A handwritten signature in black ink, appearing to read 'Jack Graham', with a large, stylized initial 'J'.

Jack Graham

...and what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.

— 2 Timothy 2:2

PRESTONWOOD INTERN MINISTRY MANUAL

TABLE OF CONTENTS

PURPOSE STATEMENT AND INTERN MINISTRY PLAN

QUALIFICATIONS AND SELECTION PROCESS

OBJECTIVES AND EXPECTATIONS

GUARDING YOUR INFLUENCE

SUPERVISION OF THE INTERN

SCHEDULE, PLACEMENT AND MATRICULATION POLICY

TIME-AWAY POLICY

QUESTIONNAIRE AND COVENANT

MINISTRY RESOURCES

HUMAN RESOURCES DOCUMENTS

PURPOSE STATEMENT

The Prestonwood Intern Program exists to provide men and women who have an assurance of God's calling on their lives, practical church ministry experience and leadership training under the supervision and mentorship of the pastors, staff and members of Prestonwood Baptist Church with the goal of launching them into an existing church or helping them to plant new churches.

INTERN MINISTRY PLAN

Since the dawn of the church era and the Apostle Paul's diligent efforts to spread the Gospel by establishing churches throughout the known world, the Christian Church has found its driving energy in Paul's admonition "...and what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also." (2 Timothy 2:2) The Prestonwood Intern Program desires to continue in these instructions.

With the knowledge that God has chosen to spread the Gospel around the world through the vehicle of the local church, it is our goal to help those preparing for church ministry by challenging them to engage in valuable ministry training through the Prestonwood Intern Ministry.

Interns function in a unique ministry role at Prestonwood. As you serve, this church will train, teach, and transfer the ministry philosophy of Prestonwood to you so that you may skillfully and more readily fulfill your calling. This local body of Christ desires to continue the legacy of the ministry of Prestonwood through the interns who are trained and equipped for the ministry.

QUALIFICATION FOR PRESTONWOOD INTERN PROGRAM

- Committed follower of Christ
- Assurance of God's call to church ministry
- Must be within 10 years of high school graduation
- Student in good academic standing at a local conservative seminary
- Agreement to the Intern Covenant
- Membership at Prestonwood

PROCESS FOR HIRING INTERN CANDIDATES

1. The applicant will submit an intern application to the Staff Intern Liaison for review.
2. After the completed application is received, a background check and reference checks will be done immediately.
3. An interview(s) will be scheduled with the Staff Intern Liaison, appropriate Supervising Staff Minister and/or Senior Staff Member.
4. An introduction to our Executive Staff members will follow as needed.
5. A personnel profile must be completed by the Staff Intern Liaison and Senior Staff Minister and submitted to Business Administration for approval.

Note: Interns cannot be hired until all steps are completed and Business Administration has approved the hiring of the candidate.

OBJECTIVES OF THE INTERN PROGRAM

- Will be exposed to practical training that enhances theological education
- Learn that ministry is about people
- Learn the importance of discipleship through being discipled and mentored by a supervising minister
- Foster a desire and vision to build and serve growing, evangelistic churches and awaken the personal capabilities needed for this task
- Learn practical insight to the different ministries within the church
- Cultivate a servant's heart and use spiritual gifts to help build the local church
- Learn the value of both teamwork and hard work
- Be encouraged in your personal walk with the Lord and be stretched to live by faith.
- Add valuable assistance to the ministry of Prestonwood
- Be able to explore opportunities for advancement within Prestonwood, launched to serve in an existing church or help to plant a new church that will influence our culture for Christ

EXPECTATIONS

- Be in good academic standing while pursuing advanced seminary degree
- Uphold guidelines in the Prestonwood Intern Manual
- Abide by the church dress code

Weekday – Business Casual or Business Formal

Saturday Service – Business Casual

Sunday Service – Business Formal

- Observe all ministry assignments and special events assignments
- Be available to assist in other ministry areas as needed
- Actively participate in all intern activities and meetings

GUARDING YOUR INFLUENCE

WORK ETHIC

And whatever you do, in word or deed, do everything in the Name of the Lord Jesus, giving thanks to God the Father through Him.

— Colossians 3:17

- Maintain your commitment to work 25 hours per week as scheduled. This does not include weekend worship service or Bible Fellowship involvement.
- Keep your staff supervisor informed of your whereabouts when you are away from the office.
- Plan your schedule around church-wide events to avoid conflict.
- Be diligent about being prompt for meetings that require your attendance.
- Be faithful in attending all required Prestonwood Intern Ministry events and meetings.

MORAL INTEGRITY

*All things are lawful, but not all things are helpful;
all things are lawful, but not all things build up.*

— 1 Corinthians 10:23

- Guard your integrity by upholding all principles outlined in the Prestonwood Intern Ministry Covenant.
- Work-related meetings with someone of the opposite sex should be brief and should take place in a public setting (such as the Commons).
- Do not go to work-related lunches alone with someone of the opposite sex.
- Relationships with the opposite sex should always exemplify the highest level of conduct. Physical contact with someone of the opposite sex should honor that person and be glorifying to God.

SUPERVISION

- Each intern will report to the assigned Supervising Staff Minister and to the Staff Intern Liaison
- Interns will be given care and supervision by the Supervising Staff Minister for the duration of their internship. They will report directly to that staff member on a daily basis and be involved in that area of ministry.
- The Supervising Staff Minister and the intern are responsible for communicating any changes in the intern's seminary schedules, vacations, and outside speaking engagements with the Staff Intern Liaison.
- All activities, actions, and recommendations, individually and/or collectively, are under the authority of the church and its personnel policies and are subject to approval by the Pastor.

Note: Should an intern experience problems or difficulties with his or her Supervising Staff Minister, the intern should first seek to resolve the issue with that Minister. If the issue remains, the intern should schedule a meeting with the Staff Intern Liaison in order to resolve the issue.

PRESTONWOOD INTERN MINISTRY STAFF

Pastor	Dr. Jack Graham
Staff Intern Liaison	Jarrett Stephens, Teaching Pastor
Supervising Staff Minister	As assigned

SCHEDULE

- Each intern is responsible for coordinating the 25 hour schedule with his/her supervisor. However, as with a full-time minister, interns are always on call and must be flexible in adjusting time off depending upon the needs of the church.
- Interns are expected to work on a full-time basis during the three months of the summer. Seminary classes during the summer (this includes winter and spring **I-terms**) must be approved by the Supervising Staff Minister and the Staff Intern Liaison.
- Because of the demands of seminary and of the Prestonwood Intern Ministry, interns will not be permitted to pursue concurrent employment opportunities.

PLACEMENT

At the end of the specified term of internship, Prestonwood will endeavor to assist those who successfully completed their internship in beginning new ministries. This assistance may take a variety of forms depending upon the individual's needs and circumstances.

It is worthy of note that future recommendations by the Pastor and staff of Prestonwood are valuable in future ministry placement.

MATRICULATION FEE POLICY

Each semester, interns enrolled in seminary will receive \$450.00 to help offset seminary costs. The check is made out to the intern and should be used for tuition, fees, books, etc.

Interns who begin their employment by January 31 will receive a spring semester matriculation check. Interns who begin employment by September 30 will receive a fall semester matriculation check. Interns who leave within 30 days of receipt of their matriculation check will be required to repay the amount in full.

VACATION / TIME AWAY / I-TERMS / DAYS OFF

Interns accrue and are eligible to use paid vacation based on the following schedule:

<u>Length of Employment</u>	<u>Annual Accrual</u>
0 – 7 years	5.00 hours/month to a maximum of 60 hours/year

Vacation is accrued on a monthly basis and prorated according to start date. All accrued vacation time must be used within the calendar year in which it is accrued and will not be paid out if unused. Accrued paid vacation will be paid at termination of employment, but may not be used in lieu of notice of termination.

For further clarification, please refer to the Personnel Manual.

All requests for time away must be made in writing and approved by the Supervising Staff Minister and Staff Intern Liaison.

Interns will be awarded two (2) weekends per year (not related to their regular ministry responsibility - i.e., camps, mission trips, etc...) for speaking engagements. For these special activities, requests must be in writing and approved in advance using the Intern Time Away Form, by the Supervising Staff Minister and the Staff Intern Liaison. The intern and Supervising Staff Minister must insure that such extra participation does not unfavorably impact the performance of regular duties at Prestonwood.

Paid sick leave accrues at the rate of three (3) hours per month of employment, but is not available to a new staff member until three months of employment have been completed.

Interns, on a case-by-case basis with Senior Staff approval, may be allowed to take **I-term courses**. All requests for **I-terms** must be made in writing to the Supervising Staff Minister and the Staff Intern Liaison for approval prior to class registration. While taking an **I-term**, interns are still responsible to make sure their work is done in preparation for the weekend services at Prestonwood.

Prestonwood Intern Program



QUESTIONNAIRE AND COVENANT



PRESTONWOOD INTERN PROGRAM QUESTIONNAIRE/COVENANT

DOCTRINAL COMMITMENT

Please read the Baptist Faith and Message on the last page of this covenant. (Pages 17-26)

Do you agree with all of these doctrinal beliefs? Yes / No

If there are any areas with which you do not agree, please indicate the area and briefly explain why _____

CHURCH COMMITMENT

1. Will you commit to faithful membership at Prestonwood Baptist Church? Y / N
2. Where is your current church membership?

3. In what areas have you served?

4. Will you give priority to your church and its ministries and hold it in greater regard than activities other than family commitments or seminary training? Y / N
5. Are you willing to submit to the spiritual authority established in this church? Y / N
6. Do you practice New Testament stewardship and support your church with your tithe and sacrificial giving beyond the tithe? Y / N

7. Will you provide support to the life of this church by following its mission and give of yourself to fulfill the commission of our Lord for His church? Y / N
8. Will you wholeheartedly embrace the responsibility of your role as an intern? Y / N

DENOMINATIONAL COMMITMENT

1. Will you serve with the intention of entering full-time ministry in a Southern Baptist church or with a related institution or organization of like beliefs? Y / N

PERSONAL COMMITMENT

1. Are you committed to the Lordship of Christ in all areas of your life? Y / N
2. Describe your regularly scheduled personal devotions?

[illegible]

3. Do you commit yourself to share the message of Christ with others? Y / N
4. Will you make a commitment to total abstinence from any alcoholic substance for the duration of your involvement in the Prestonwood Intern Ministry? Y / N
5. Will you make a commitment to total abstinence from tobacco for the duration of your involvement in the Prestonwood Intern Ministry? Y / N
6. Will you refrain from watching R-rated movies and also any movie or other form of media that has explicit sexual or other sinful content? Y / N
7. Will you seek to guard your Christian testimony and the testimony of Prestonwood by abstaining from any action or activity that would cause others to stumble? Y / N
8. Will you uphold all standards and policies as listed in the Prestonwood Intern Ministry Manual? Y / N
9. Have you read through the Principles of Ministry and Profile of a Minister on pages 31-34? Y / N
10. Is there any criminal history in your past that we should be aware of? Y / N
11. Do your personal financial records prove to be one that is becoming of a minister? Y / N
12. Is there anything that we would be embarrassed of or you would be ashamed to have uncovered in your life at a future point in ministry? Y / N

FAMILY COMMITMENT

1. Are you married? Y / N If so, how long? _____
2. Do you have children? Y / N If so, please list their names and ages:

3. Have you been married more than once? Y / N
If so, briefly describe the situation:

PERSONAL GOALS WHILE IN THE PRESTONWOOD INTERN MINISTRY:

Having thoroughly read and prayed through every aspect, policy, and doctrinal belief of this Prestonwood Intern Ministry Manual, I hereby affix my signature to and agree with this Covenant and all of its contents.

Intern Signature

Date

Signature of Staff Intern Liaison

Date

QUESTION FOR YOUR SPOUSE:

Do you share the beliefs of your spouse as stated above, and will you cooperate and support him/her in every way to uphold the policies of the Prestonwood Intern Ministry and the overall mission of Prestonwood Baptist Church? Y / N

Spouse Signature

Date

THE BAPTIST FAITH AND MESSAGE—2000

I. The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

II. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.

III. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

IV. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace.

Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Saviour.

B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7,19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.

VI. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both

men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

VII. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Saviour, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.

VIII. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; 1 Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.

IX. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10,23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10,16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.

X. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.

XI. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15;

Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

XII. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.

XIII. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21,42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.

XIV. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.

XV. The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16, 43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.

XVI. Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

Isaiah 2:4; Matthew 5:9,38-48; 6:33; 26:52; Luke 22:36,38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

XVII. Religious Liberty

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Genesis 1:27; 2:7; Matthew 6:6-7,24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1,13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.

XVIII. The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

Prestonwood Intern Ministry



MINISTRY RESOURCES



A BRIEF HISTORY OF PRESTONWOOD BAPTIST CHURCH

Prestonwood Baptist Church began on February 6, 1977 as a mission of Northway Baptist Church, which saw the tremendous need for a vibrant church in North Dallas. The church was planted under the pastorate of Dr. Bill Weber.

Services were held at the Fretz Park Recreation Center for the first two years. On February 24, 1979, Prestonwood moved to its first 700-seat building at the corner of Hillcrest and Arapaho. After experiencing tremendous growth, a 4,000-seat Worship Center was completed in February 1983. The church continued to grow rapidly through the 1980's nearing 11,000 members.

In 1989, Dr. Jack Graham was called as pastor. As God continued to bring people to Prestonwood, it soon became apparent that the existing space would not be sufficient for the growing membership.

In the summer of 1994, with membership topping 14,000, Pastor Graham asked the congregation to join him in seeking God's direction for the future of the church. In August of that year, the church approved the purchase of a beautiful 140-acre site in north Plano, at the intersection of West Park Boulevard and Midway Road.

On Sunday, March 23, 1997, more than 6,000 gathered to celebrate the groundbreaking for Phase One of the Master Plan.

Two years later, on Sunday, May 2, 1999, Prestonwood celebrated its inaugural service in a new 7,000-seat Worship Center. With more than 17,000 attending, it was clear God was still moving and growing the church. In an effort to reach more people with the Gospel of Jesus Christ, Saturday night worship and Bible studies were added. On Sundays, an additional morning service was added.

With membership approaching 22,000, space in the new facilities became limited once again. Pastor Graham led the church in a season of prayer and fasting. *Living Faith*, a call to spiritual awakening, was born. On Nov. 10-11, 2001, more than \$36 million was committed to *Living Faith*. On Jan. 12-13, 2002, Prestonwood celebrated the groundbreaking of Phase II. The grand opening celebration for Phase II, now known as the West Wing, was held on August 16-17, 2003. This addition includes a full-service café, student ministry facilities, a 600-seat chapel and much more.

The third phase of growth is underway as our 26,552 members faithfully engage in *Beyond All Limits*, which will broaden the reach of Prestonwood through television and media, a new children's facility, a dynamic ministry training center, and the opening of the North Campus.

The ability to impact our community for Christ continues to expand as God tremendously blesses our congregation and facilities.

TELEPHONE ETIQUETTE

In order to maintain effectiveness and sensitivity with incoming calls, the following guidelines must be followed:

1. It is vital that you answer your telephone when it rings.
2. You must ensure that your voicemail system is set up correctly ... which includes recording your name and your primary voicemail greeting. If you do not set up your voicemail box correctly – your name and extension will not register in the automated phone directory. Should you have questions about your voicemail, please contact the IT helpdesk at helpdesk@prestonwood.org.
3. Your voicemail script should include the following:
 - Your name
 - Your department
 - A brief message telling the caller that they may leave a message and that you will return the call
 - A brief message telling the caller that they may contact a live person (A sample is provided.)

“If you would like immediate assistance, you may press “0” for the operator.”

4. When answering an outside call, you should always greet and identify yourself by name. For example, “*Good Morning, this is John. How may I help you?*”
5. If you are unable to return a call the same day or the next day, your departmental secretary must place a courtesy call explaining your schedule, offer other help, and/or gather any information that might assist you when you are able to return the call.
6. **Extended Absence** – If you expect to be away from your office for an extended period of time, please change your primary voicemail greeting to indicate how long you will be gone and with directives of how to reach someone else. You, or a designated person, should check your voicemail at least once-a-day when you are away from your office for an extended period of time.
7. **Ongoing** – You should check voicemail at least once an hour and review voicemail throughout the weekend for last minute announcements, messages, schedule changes, etc.
 - While voicemail is an enhancement in our ability to receive telephone calls, it should never be used in lieu of personal contact.
 - Be aware that it is very discouraging for outside callers to believe that their call is not important enough to be returned in a timely, professional manner.

HOSPITAL VISITATION GUIDELINES AND PROCEDURES

A hospital visit is an important aspect of your ministry responsibilities as you are representing our Pastor and the church, and providing much needed words of counsel, prayer, and encouragement.

When making a hospital visit:

- Call the hospital to verify that the individual is still admitted and to obtain the room number.
- Upon your arrival, gently knock on the door and introduce yourself to let the patient know you are there.
- Always be sensitive to the patient's condition – your visit should not be long.
- If the patient is asleep or unavailable, simply leave a short note.

When making a visit to someone scheduled for surgery:

- Contact the patient or family member at least one day prior to the scheduled surgery and ask if you may go to the hospital to pray for them before the surgery.
- Plan to arrive at the hospital at least one hour prior to the scheduled surgery.
- Be very sensitive to time – make your visit brief.

When making a visit in the Intensive Care Unit (ICU):

- Go to the nurses' station and introduce yourself as a staff member from Prestonwood, and ask their permission to visit this respective patient.

While there, look for family and friends of the patient who might be in the nearby waiting room and offer to pray with them.

PRINCIPLES OF MINISTRY

The Foundation of our Ministry is Character.

“Let each one take care how he builds upon it. For no one can lay a foundation other than that which is laid, which is Jesus Christ. Now if anyone builds on the foundation with gold, silver, precious stones, wood, hay, straw—each one's work will become manifest, for the Day will disclose it, because it will be revealed by fire, and the fire will test what sort of work each one has done. If the work that anyone has built on the foundation survives, he will receive a reward.”

— 1 Corinthians 3:10-14

The Nature of our Ministry is Service.

“If I then, your Lord and Teacher, have washed your feet, you also ought to wash one another's feet. For I have given you an example, that you also should do just as I have done to you. Truly, truly, I say to you, a servant is not greater than his master, nor is a messenger greater than the one who sent him.”

— John 13:14-16

The Motive of our Ministry is Love.

“For the love of Christ controls us...therefore, we are ambassadors for Christ, God making his appeal through us. We implore you on behalf of Christ, be reconciled to God.”

— 2 Corinthians 5:14,20

The Measure of our Ministry is Sacrifice.

“I appeal to you therefore, brothers, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect.”

— Romans 12:1-2

The Authority of our Ministry is Submission.

“Submit yourselves therefore to God. Resist the devil, and he will flee from you. Draw near to God, and he will draw near to you. Cleanse your hands, you sinners, and purify your hearts, you double-minded.”

— James 4:7-8

The Purpose of our Ministry is the Glory of God.

“For you were bought with a price. So glorify God in your body.”

— 1 Corinthians 6:20

The Tools of our Ministry are the Word of God and Prayer.

“If you abide in me, and my words abide in you, ask whatever you wish, and it will be done for you.”

— John 15:7

The Privilege of our Ministry is Growth.

“So neither he who plants nor he who waters is anything, but only God who gives the growth.”

— 1 Corinthians 3:7

The Power of our Ministry is the Holy Spirit.

“This is the word of the LORD: Not by might, nor by power, but by my Spirit, says the LORD of hosts.”

— Zechariah 4:6

The Model of our Ministry is Jesus Christ.

“That I may know him and the power of his resurrection, and may share his sufferings, becoming like him in his death.”

— Philippians 3:10

PROFILE OF A MINISTER OF THE LORD JESUS CHRIST

by
Daniel L. Akin, President,
Southeastern Baptist Theological Seminary
Wake Forest, North Carolina

A call to serve the Lord Jesus is the greatest calling of all. To be an effective servant of our Savior, several essential characteristics must be cultivated.

A servant of our Lord must be:

1. Spiritually Alive and Growing

He should give evidence of being genuinely converted, of being born again (John 1:12; 3:3-8). This is foundational. One who would lead others to know, love and obey the Lord Jesus must first of all be a spiritual man. He must experience a daily and intimate walk with Jesus Christ. He must understand the ministry of the Holy Spirit, live the Spirit-filled life (Eph. 5:18), and bear the fruit of the Spirit (Gal. 5:22-23). His life should be characterized by the practice of spiritual disciplines such as reading God's Word, prayer, Scripture memory, fasting and personal worship (Heb. 5:12-14). His greatest ambition should be to love God with all his heart, soul and mind (Matt. 22:37). His lifestyle should be one of personal holiness (1 Pet. 1:15-16). Above all else, he should be a man of God (Psalm 1).

2. Biblically Knowledgeable

Since the Bible is the supreme standard for faith and conduct (2 Tim. 3:16-17), he should have a thorough grasp of both the Old and New Testament. He should be familiar with the people, places and themes of biblical history. He should know the Bible in such a way as to be readily able to apply it to everyday issues of life (see Psalm 119).

3. Theologically Grounded

He should have a thorough grasp of theology – biblical, systematic, historical and practical (2 Tim. 2:15). He should know what he believes, why he believes it, and he should be able to articulate his theological beliefs to the church and world (1 Pet. 3:15). The theological depth and maturity of the church will be no greater than that of its leaders.

4. Didactically Prepared

Since preaching and teaching are the primary means by which he will influence others for God, the servant of Christ must be able to interpret, explain, illustrate and apply the Word of God to his generation (2 Tim. 4:1-6). Therefore, he must not only know how to prepare messages which are biblical and Christ-centered but ones which are also clear and understandable. He should be able to proclaim God's Word with passion, clarity and authority. He should know the value of time alone with God in preparation and be disciplined to incorporate that into his life.

5. Historically Informed

A servant to the Church should be knowledgeable about the major persons, events, movements and councils of church history. This should include a thorough awareness of Baptist history in particular. He should be especially knowledgeable about the return to evangelical foundations in the Southern Baptist Convention and why it needed to happen.

6. Evangelistically Active

He should be a personal witness and soul-winner. He should be actively seeking to reach those who are spiritually lost with the gospel of God's grace (Dan. 12:3; Luke 19:10). He should have a list of persons whom he is personally seeking to bring to trust in Christ as Lord and Savior.

7. Mission Minded

Since God loves all the peoples of the world, a servant of Christ should have a growing heart for the evangelization of the world (Matt. 28:16-20). He should be one who prays for missions, supports missions financially and is willing to go as a missionary as God leads. He should experience at least one home mission project and one international mission project early in his ministry.

8. Competent to Lead

Since everything rises and falls on leadership, the minister of the Gospel should be able to help lead a church to fulfill its God-given purpose. He should be able to cast the vision for the church and then motivate and mobilize the church to move forward in fulfilling the vision (Prov. 29:18).

9. People Oriented

He should be able to relate to all kinds of people. He should have a genuine love for all people (Acts 10:34; Gal. 3:28; 1 Cor. 10:33-11:1) and a deep desire to see them grow in the grace of God. He should be a person who continually seeks to develop and grow in his people skills (Eph. 4:15).

10. Administratively Competent

Since effectiveness in ministry is greatly enhanced by involving others in ministry, he should learn to work with a staff of other equipping ministers and support staff. He should be able to supervise, delegate, and evaluate a staff team of ministry leaders as well as lay people (Rom. 12:3-8).

11. Competent to Equip Others for Ministry

Since every Christian has been given spiritual gifts for ministry, the minister should be able to equip others to discover, develop and deploy his spiritual gifts in ministry (Eph. 4:11-16).

12. Lifelong Student

He should develop study habits which result in his being a student for life. He should have in his personal library no less than 600 books to start!

13. Denominationally Knowledgeable

He should have a thorough understanding of Southern Baptist denominational life and polity. He should be knowledgeable about the work of the Southern Baptist Convention and its various boards and agencies. He should understand the work at the state conventions and associations and how all of these relate to one another in carrying out kingdom enterprises.

14. Culturally Aware

God's servant should be aware of the broader evangelical and theological world and should be willing to relate to other evangelicals in seeking to be salt and light to a culture in decay (Matt. 5: 13-16).

Prestonwood Intern Ministry



HUMAN RESOURCES DOCUMENTS



JOB DESCRIPTION

Position Title:	Ministry Intern
Schedule:	Part-time/25 hours per week plus BF/Worship (Schedule increases in the summer months)
Department:	as assigned
Reports To:	Supervising Staff Minister and Staff Intern Liaison
In Direct Supervision Of:	N/A
Position Summary:	to learn practical church skills while assisting their Supervising Minister in providing service, leadership, and ministry to their area.

Responsibilities:

- Team with minister and department in carrying out the mission of the church
- Assist Minister in carrying out the duties assigned to him, such as
 - Making contact with prospects and first-time visitors
 - Helping to teach in Bible Fellowship Classes
 - Meeting with and giving direction to class leadership
 - Providing and collecting written and printed materials, such as attendance records and class folders
 - Providing encouragement and counsel to members and prospects
 - Create, design, and implement projects relating to ministry
- Participate in various staff and intern meetings as required
- Serve during all Worship and Bible Fellowship time periods
- Serve at camps, on mission trips, Vacation Bible School, and all church programs as requested
- Enroll in seminary at Master's level or higher, and remain in good academic standing
- Assist in cooperative efforts with other ministries of the church when available
- Other duties as needed and assigned

PRESTONWOOD BAPTIST CHURCH

INTERN APPLICATION/PROFILE (Typewritten or carefully hand printed)

Date: _____

(Attach Picture Here)

Name: _____

Address: _____

City, State, Zip: _____

Home Telephone: _____

Mobile Phone: _____

E-mail: _____

Birthdate: _____

Marital Status: _____ Date of Marriage: _____

Spouse's Name: _____

Children/Age: _____

Seminary Student: Yes _____ No _____

Degree Program at Seminary: _____

Name of Institution: _____

Hours Completed: _____

Anticipated Date of Graduation: _____

Emergency Contact Name: _____

Relationship _____

Telephone Number _____

BACKGROUND INFORMATION

1. Attach your personal testimony and resume, avoiding excessive wordiness. (Please type.)
2. How many semesters have you attended Seminary? _____
3. Why do you desire to enter this program? _____

4. Name and address of your home church and pastor: _____

5. Are you licensed? Y / N Church _____
6. Are you ordained? Y / N Church _____
7. List name, address, e-mail address and phone number of three references; or include on resume.

Signature of Applicant

Date

Attached Personal Testimony and Resume to include:

1. Salvation Experience
2. Call to Ministry
3. Spiritual Gifts
4. Church Work Experience (volunteer or paid)
5. Your Expectations of this Program
6. Other Relevant Information

Prestonwood Baptist Church
Release Authorization

Prestonwood Baptist Church
Release Authorization
For Potential Employment

This authorization and consent for release of personal information acknowledges that Prestonwood Baptist Church may now or at any time I am in employment or being considered for employment, conduct investigations whether the records are of a public, private or confidential nature. These investigations **might** include, but are not limited to, driving records, educational reference, personal reference, name verification, social security verification, county civil court records, county felony criminal history, county misdemeanor or criminal history, federal civil court records, criminal history (statewide, federal or extended) and credit history checks.

I understand that these searches will be used to determine employment work assignment eligibility for Prestonwood Baptist Church. Therefore, I authorize and consent for full release of records to the authorized representatives of the church. In addition, I release and discharge Prestonwood Baptist Church and its agents and associates to the full extent permitted by law from any claims, damages, losses, liabilities, expenses or any other charges or complaints filed with any agency arising from retrieving and reporting this information. I understand that according to the Federal Fair Credit Act, I am entitled to know whether employment was denied based upon the information obtained and to receive, upon written request, a disclosure of the background report.

After reading this document, I fully understand its content and authorize the background verification.

Please print your full name Maiden

Please print other names you have used

Home address

City State County Zip Code Country

Social Security Number Male or Female? Date of Birth (For ID Purpose only)

Drivers License Number State Issuing License Name as it appears on license

Signature Today's date

Please check the **SPECIFIC** position to which this check applies:

- Children/Preschool Intern _____
- Student/Youth Intern _____
- Adult Intern _____
- Other: (describe) _____

Appendix F
Personal Calendar

Form BCF 108

Permission is granted to reproduce this form for personal use

© Biblical Counseling Foundation

MY PROPOSED BIBLICAL SCHEDULE (Proverbs 16:9; Ephesians 5:15-16)

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
6:00 a.m.							
7:00							
8:00							
9:00							
10:00							
11:00							
12:00 Noon							
1:00 p.m.							
2:00							
3:00							
4:00							
5:00							
6:00							
7:00							
8:00							
9:00							
10:00							
11:00							

Schedule the above week in a biblical manner. Diligently maintain your schedule, remembering that God is sovereignly in control of any unforeseen events that may occur. Review GOD'S STANDARDS FOR YOU (Self-Confrontation, Lesson 22, Page 6) under III. Incorporating God's standards into your life.

VITA

PERSONAL

Born: June 2, 1978

Married: Deborah Dietze Stephens, November 2, 2002.

Children: Riley, born August 4, 2005.

Kelsey, born January, 10, 2008.

EDUCATIONAL

B.A., Ouachita Baptist University, 2000.

M.Div., Southwestern Baptist Theological Seminary, 2006.

MINISTERIAL

License: July 28, 1996. Bellaire Baptist Church

Bossier City, Louisiana

Ordination: March 5, 2003. Prestonwood Baptist Church

Plano, Texas

PROFESSIONAL

Young Singles and College Pastor, Prestonwood Baptist Church, 2001-2009

Teaching Pastor, Prestonwood Baptist Church, 2009-Present.