

C E N T E R F O R

# PASTORAL LEADERSHIP

Pastoral Internship Program



# PASTORAL INTERNSHIP OVERVIEW



## INTRODUCTION

Ethnos Bible Church has designed a Pastoral Internship Program reserved only for people seriously pursuing to serve in church ministry. The program seeks to equip the person with the skills necessary for effective ministry. We give the student opportunities for direct ministry involvement under the supervision of the Board of Elders. The program has three phases that encompass two years of ministry experience.

### ➤ PHASE 1: PASTORAL HEART

This phase includes a year of ministry experience and leadership training under the supervision of the Board of Elders. It seeks to discern if the student has the heart for people necessary for effective ministry. A recommendation of the Board of Elders is required for the student to move on to the second phase of the internship.

## ☞ PHASE 2: THEOLOGICAL EXAMINATION

This phase takes place on the first part of the second year of internship. It seeks to discern if the student has the biblical and theological expertise necessary for effective ministry. It consists of a written and verbal examination that takes an average of 3 months to complete.

*Pre-requisite: Successful completion of phase 1.*

## ☞ PHASE 3: LEADERSHIP EVALUATION

This phase takes place during the last part of the second year. It seeks to discern if the student has the pastoral leadership skills necessary for effective ministry. It consists of an objective evaluation and final interview with the board of Elders and other church leaders that have observed the student in ministry.

*Pre-requisite: Successful completion of phase 2.*

## 1. SKILLS ASSESSED

The pastoral internship program seeks to assess the candidate's skills in three key areas required for effective pastoral ministry. After observing the candidate in different ministry settings, the Board of Elders is now able to objectively evaluate the leadership skills in the three areas defined below.



### A. LOVE FOR PEOPLE:

The pastor must interact with people in a way that shows care and makes them feel loved. *(The person who fails this section of the assessment may not continue in this program).*

### B. TEACHING SKILLS:

The pastor must teach God's word in a way that leads to understanding and facilitates transformation.

### C. ORGANIZATIONAL SKILLS:

The pastor must be able to provide ministry direction and mobilize God's people to serve God effectively.

## 2. CERTIFICATION FOR MINISTRY

Upon completion of this internship program, the student will receive a diploma certifying that the candidate has demonstrated the ministry skills needed for Christian ministry. There are two types of certification that the Elder Board may recommend based on the results of this evaluation. These two types of diplomas are described below.

### A. MINISTRY CERTIFICATION

#### ➤ AREA OF MINISTRY:

This diploma certifies that the person has demonstrated ministry skills useful for a broad area of ministries (excluding Senior Pastoral Leadership) that do not require complex organizational skills.

#### ➤ QUALIFICATIONS:

In addition to passing the Biblical and Theological Examination, the candidate must excel in sections A and B of the Leadership Evaluation (*love for people and teaching skills*).

### B. PASTORAL LEADERSHIP CERTIFICATION

#### ➤ AREA OF MINISTRY:

This diploma certifies that the person has demonstrated pastoral and administrative skills needed for the effective Senior Pastoral Leadership of the local church.

#### ➤ QUALIFICATIONS:

In addition to passing the Biblical and Theological Examination, the candidate must excel in sections A, B, and C of the Leadership Evaluation (*love for people, teaching skills, and organizational skills*).

## 3. TRAINING SESSIONS

In addition to personal feedback, the Internship program provides sessions to equip the student with understanding in key areas of ministry: Dynamics of Leadership, Evangelism and Discipleship, Marriage Counseling, and Cultural Dynamics. With over a decade of ministry experience, our leading Pastor teaches these sessions throughout the two years of the internship.

## 4. EVALUATION FORMS

There are three forms used in the internship to evaluate the student. They focus on evaluating biblical and theological expertise as well as pastoral leadership skills.

## BIBLICAL & THEOLOGICAL EXAMINATION

Do you have the biblical understanding needed for effective ministry?

Name of Examination Board Member: \_\_\_\_\_

CATEGORIES		Unacceptable	Concerning	Very Poor	Poor	Lacking	Passable	Acceptable	Good	Very Good	Outstanding
		1	2	3	4	5	6	7	8	9	10
<b>A ESSENTIALS OF THE CHRISTIAN FAITH</b>											
1	He has a solid understanding of the doctrine of the Bible (Inspiration, Inerrancy, and Canonicity)										
2	He has a solid understanding of the doctrine of the Trinity.										
3	He has a solid understanding of the doctrine of Salvation.										
4	He has a solid understanding of the nature and work of Jesus.										
5	He has a solid understanding of the nature and work of the Holy Spirit.										
<b>B BIBLICAL AND THEOLOGICAL EXPERTISE</b>											
1	He shows a satisfying level of Biblical knowledge.										
2	He shows a satisfying level of Theological knowledge.										
3	He shows a satisfying level of knowledge of Church History.										
4	He explains his views clearly.										
5	His arguments have logical cohesion.										
6	His answers portray expertise that inspires confidence.										
<b>C RECOMMENDATION</b>											
1	He has shown a level of theological expertise fit for pastoral ministry.	<input type="checkbox"/> Yes <input type="checkbox"/> No									
2	His biblical and theological views are sound and in accordance with Orthodoxy.	<input type="checkbox"/> Yes <input type="checkbox"/> No									
<b>D REJECTION</b>											
1	He lacks the level of theological expertise required for pastoral ministry.	<input type="checkbox"/> Yes <input type="checkbox"/> No									
2	He has biblical or theological views that are heretical.	<input type="checkbox"/> Yes <input type="checkbox"/> No									
FINAL SCORE _____ / 10 (Add all the numerical values given in your answers and divide them by the equal number of answers)											
SPECIAL COMMENTS											

# PASTORAL LEADERSHIP EVALUATION

Do you have the leadership skills needed for effective ministry?

Name: \_\_\_\_\_

Relationship with candidate:    Elder    Ministry leader    Team member    Spouse

A	LOVE FOR PEOPLE: THE PASTOR AS A SHEPHERD	N/A	Unacceptable	Concerning	Very Poor	Poor	Inconsistent	Passable	Acceptable	Good	Very Good	Outstanding
	<i>The pastor must show care for people and make them feel loved.</i>	?	1	2	3	4	5	6	7	8	9	10
1	He is a good listener and encourager, making people feel supported and loved.	?	1	2	3	4	5	6	7	8	9	10
2	He gives accurate biblical counsel to people in need of discernment and inspires trust by keeping confidentiality.	?	1	2	3	4	5	6	7	8	9	10
3	He knows how to counsel marriages based on biblical convictions, having his own marriage as an example worth following.	?	1	2	3	4	5	6	7	8	9	10
4	He lovingly and patiently confronts people in need of correction, never sacrificing truth for convenience or church politics.	?	1	2	3	4	5	6	7	8	9	10
5	He is approachable and personable, reachable when needed and reliable with appointments.	?	1	2	3	4	5	6	7	8	9	10
6	He responds to emails, phone calls, or messages in a timely manner.	?	1	2	3	4	5	6	7	8	9	10
7	His marriage and personal life show spiritual, emotional, and social maturity worth imitating.	?	1	2	3	4	5	6	7	8	9	10
8	He treats people with respect and knows how to interact well with the opposite sex.	?	1	2	3	4	5	6	7	8	9	10
9	He keeps a professional appearance and a healthy interaction with people.	?	1	2	3	4	5	6	7	8	9	10
10	He is not uptight, but knows how to laugh and joke properly.	?	1	2	3	4	5	6	7	8	9	10
FINAL SCORE _____ / 10 (Add all the numerical values given in your answers and divide them by the equal number of answers)												
SPECIAL COMMENTS ABOUT THESE MINISTRY SKILLS:												

B	TEACHING SKILLS: THE PASTOR AS A TEACHER	N/A	Unacceptable	Concerning	Very Poor	Poor	Inconsistent	Passable	Acceptable	Good	Very Good	Outstanding
	<i>The pastor must teach God's word in a way that leads to understanding and facilitates transformation.</i>	?	1	2	3	4	5	6	7	8	9	10
1	His displays a solid biblical & theological understanding that inspires trust.	?	1	2	3	4	5	6	7	8	9	10
2	He explains and defends biblical doctrine with cohesion.	?	1	2	3	4	5	6	7	8	9	10
3	He proclaims biblical truth with authority and clarity.	?	1	2	3	4	5	6	7	8	9	10
4	His teaching is relevant, enabling people to understand & apply God's word in their daily lives.	?	1	2	3	4	5	6	7	8	9	10
5	His teaching is engaging.	?	1	2	3	4	5	6	7	8	9	10
6	He is well prepared when teaching or preaching.	?	1	2	3	4	5	6	7	8	9	10
7	His life is consistent with his teaching.	?	1	2	3	4	5	6	7	8	9	10
8	He displays a godly character worth imitating.	?	1	2	3	4	5	6	7	8	9	10
9	He knows how to explain the gospel in a way that engages the unbeliever and leads to understanding.	?	1	2	3	4	5	6	7	8	9	10
10	He knows how to disciple people through mentorship.	?	1	2	3	4	5	6	7	8	9	10
FINAL SCORE _____ / 10 (Add all the numerical values given in your answers and divide them by the equal number of answers)												
SPECIAL COMMENTS ABOUT THESE MINISTRY SKILLS:												

C	ORGANIZATIONAL SKILLS: THE PASTOR AS AN OVERSEER	N/A	Unacceptable	Concerning	Very Poor	Poor	Inconsistent	Passable	Acceptable	Good	Very Good	Outstanding
	<i>The pastor must be able to provide ministry direction and mobilize God's people to serve God effectively.</i>	?	1	2	3	4	5	6	7	8	9	10
1	When leading, he has a clear idea of what needs to be done and the ability to make it happen.	?	1	2	3	4	5	6	7	8	9	10
2	He communicates his ideas with clarity and conviction, inspiring trust and motivating people to action.	?	1	2	3	4	5	6	7	8	9	10
3	He displays a healthy self-esteem; he is teachable, humble, quick to own his mistakes & apologize, and welcomes criticism as an opportunity for growth.	?	1	2	3	4	5	6	7	8	9	10
4	He displays a genuine desire to build God's kingdom rather than his own, never putting others down but valuing other people's abilities as an asset to the team.	?	1	2	3	4	5	6	7	8	9	10
5	He is able to interact with opposing ideas in a healthy and non-manipulative way, valuing the input of people from the team.	?	1	2	3	4	5	6	7	8	9	10
6	He makes people working with him feel valued, never showing favoritism or enmity, and solving interpersonal conflicts with godliness.	?	1	2	3	4	5	6	7	8	9	10
7	He displays good judgment, proposing intelligent solutions, ensuring effective execution, and managing resources wisely.	?	1	2	3	4	5	6	7	8	9	10
8	He manages time well, planning in advance, showing initiative, and avoiding procrastination.	?	1	2	3	4	5	6	7	8	9	10
9	He is creative and implements changes that are intelligently thought through.	?	1	2	3	4	5	6	7	8	9	10
10	He serves with his best effort, avoiding mediocrity and pursuing excellence in all of his endeavors.	?	1	2	3	4	5	6	7	8	9	10
FINAL SCORE _____ / 10 (Add all the numerical values given in your answers and divide them by the equal number of answers)												
SPECIAL COMMENTS ABOUT THESE MINISTRY SKILLS:												



After sharing your evaluation and discussing it with the Elder Board, provide your final assessment:

D	FINAL ASSESSMENT	
1	He has the character required for pastoral ministry	<input type="checkbox"/> Yes <input type="checkbox"/> No
2	He has the love for people required for pastoral ministry	<input type="checkbox"/> Yes <input type="checkbox"/> No
3	He has the teaching skills required for pastoral ministry	<input type="checkbox"/> Yes <input type="checkbox"/> No
4	He has the leadership skills required for pastoral ministry	<input type="checkbox"/> Yes <input type="checkbox"/> No
<p><b>MY FINAL RECOMMENDATION:</b> (This section is only for Elder Board)</p>          <p>Select the recommended diploma:   <input type="checkbox"/> Ministry Diploma    <input type="checkbox"/> Pastoral Leadership Diploma</p>		

**“To the best of my knowledge, I have answered this assessment with all honesty and objectivity, and my final recommendation reflects my convictions accurately.”**

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

# Pastoral Internship Evaluation

## - Final Interview-

(Sample Score)

Candidate: \_\_\_\_\_

NAME	<b>LOVE FOR PEOPLE: THE PASTOR AS A SHEPHERD</b>  <i>The pastor must show care for people and make them feel loved.</i>	<b>TEACHING SKILLS: THE PASTOR AS A TEACHER</b>  <i>The pastor must teach God's word in a way that leads to understanding and facilitates transformation.</i>	<b>ORGANIZATIONAL SKILLS: THE PASTOR AS AN OVERSEER</b>  <i>The pastor must be able to provide ministry direction and mobilize God's people to serve God effectively.</i>
Elder	8.9	7.8	7.4
Elder	8.8	8.3	8.0
Elder	7.5	8.0	8.3
Elder	7.8	7.0	6.0
Team member	9.1	8.75	9.7
Team member	8.2	9.1	9.0
Self*	9.5	8.7	9.1
Spouse*	9.5	8.7	9.3
<b>TOTAL</b>	<b>8.4</b>	<b>8.1</b>	<b>8.0</b>

\*Not included in total calculation

Select the recommended diploma:  Ministry Diploma  Pastoral Leadership Diploma