



PILLAR INTENSIVE

BUILDING PASTORAL RESIDENCIES

ATLANTA, GA • MARCH 1-3

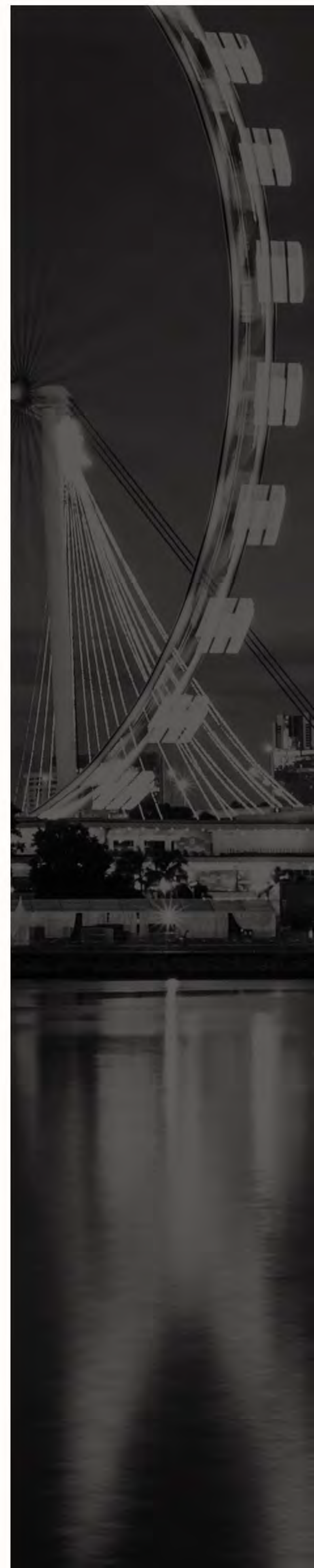
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Table of Contents

- 1.** | Event Schedule
- 2.** | Aaron Menikoff's Outline
- 4.** | Bobby Jamieson's Outline
- 7.** | Dwayne Milioni's Outline
- 8.** | Nate Akin's Outline
- 10.** | Clint Darst's Outline
- 11.** | Matt Rogers on Pastoral Residencies
- 25.** | Pastoral Residency Resources



EVENT SCHEDULE

MARCH 1ST:

5:30PM - Check-in

6:15PM - Dinner

8PM - Session 1: Aaron Menikoff

9:15PM - End of Day 1

MARCH 2ND:

8AM - Breakfast at MVBC

9AM - Session 2: Bobby Jamieson

10:30AM - Break

11AM - Session 3: Bobby Jamieson

12:15PM - Lunch | Q&A: Phil Newton

1:45PM - Session 4: Dwayne Milioni

3:15PM - Teardown/Transition

4:15PM - Topgolf & Dinner

6:15PM - End of Day 2

MARCH 3RD:

8AM - Breakfast at MVBC

9AM - Session 5: Nate Akin/Steven Carne

10:30AM - Break

10:50AM - Session 6: Clint Darst

12:15PM - Lunch

1:30PM - End of Day 3





CATCHING THE CALL BY AARON MENIKOFF

INTRODUCTION: “Be strengthened by the grace that is in Christ Jesus, 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 4:1-2

- John Calvin said to “be strengthened” means to “shake off laziness.”
- Scottish pastor Patrick Fairbairn called the message Timothy heard, “the whole scheme of doctrine and duty as taught by the apostle.”
- “in the presence of many witnesses” the regular rhythm of everyday ministry.
- The sustainability of the Christian ministry requires Christians equipped for ministry.
- Paul decrees no system. Fairbairn: “External organizations are but the shell which may more or less fitly serve to guard and perpetuate the treasure.” The treasure is the gospel.

FRAMING THE ISSUE

- In seeking to raise up leaders we can neglect first things assumed by Paul when penning 2 Timothy 4:1-2.
- If you want to see pastors and elders raised up from within your congregation then you should invite faithful men into your exemplary life.

INVITE FAITHFUL MEN IN

- God metric: the number of men invited into your life.
- No “external organization” needed, just a pastor being “strengthened by the grace that is in Christ Jesus.”
- Some pastors will build seminaries, pastor’s colleges, and large internship programs—all of us must invite men into our lives.
 - (1 Thess. 2:8, “So, being affectionately desirous of you, we were ready to share with you not only the gospel of God but also our own selves, because you had become very dear to us.”)
 - (1 Cor. 6:11, “We have spoken freely to you, Corinthians; our heart is wide open.”)
 - (Heb. 3:13, “But exhort one another every day, as long as it is called ‘Today,’ that none of you may be hardened by the deceitfulness of sin.”)
- Most pastors who do a good job raising up pastors and elders live out these verses.

NOTES:



CATCHING THE CALL

PURSUE AN EXEMPLARY LIFE

- 2 Timothy 4:2 calls for a degree of intentionality.

- We want to see pastors raised up from within our midst.

- The way most of us naturally raise up the next generation of pastors and elders is simply by being faithful pastors and elders.

QUESTIONS:

- Do you show a genuine affection for Christ that would lead faithful men to conclude shepherding will be a boon to their spiritual life?

- Do you show a genuine affection for the sheep that would lead faithful men to conclude shepherding is good work, a truly noble calling?

- Do you show a genuine joy in ministry that would lead faithful men to conclude shepherding is a first-class vocation?

- Do you show a work-life balance in ministry that would lead faithful men to conclude shepherding isn't about sacrificing your family at the altar of ministry or your ministry at the altar of family?

- Do you show sufficient fruit in ministry that would lead faithful men to conclude shepherding is a powerful demonstration of the power of Gods' Word?

IGNATIUS

- Ignatius wrote from prison and his letter is filled with his love for the Lord, the church, and ministry:

"When I heard of the disciplined way of life your Christian love has taught you, it gave me much pleasure that I decided to address a few words to you in the faith of Jesus Christ. As I go about in these chains, invested with the title worthy of a god, I sing songs of praise to the churches; and I pray for their corporate as well of their spiritual unity—for both of the gifts of Jesus Christ, our never-failing Life."

REFERENCES

John Calvin, 1 & 2 Timothy & Titus in *The Crossway Classic Commentaries*, eds. Alister McGrath, J. I. Packer (Wheaton, Ill.: Crossway, 1998), 130.

Patrick Fairbairn, 1 & 2 Timothy and Titus in *Geneva Series of Commentaries* (Edinburgh, Banner of Truth, n.d.), 331. First published 1874.

Ibid., 332.

Ignatius, "The Epistle to the Magnesians," in *Early Christian Writings*, trans. Maxwell Staniforth (Baltimore, MD: Penguin, 1968), 87.

NOTES:



FOSTERING A PASTOR-TRAINING ECOSYSTEM BY BOBBY JAMIESON

EIGHT WAYS TO FOSTER A PASTOR-TRAINING ECOSYSTEM

1. Teach men who want to be pastors to say, “I aspire,” not “I’m called.” (1 Timothy 3:1)
2. Help them make the elder qualifications their compass. (1 Timothy 3:1-7; Titus 1:5-9)
3. Depressurize the vocational issue by elevating the role of lay elders. (Acts 20:34)
4. Multiply teaching and leading opportunities and share them generously. (2 Tim 2:1-2)
5. Develop a culture of godly criticism and encouragement. (Prov 27:5-6)
6. The more transparent you are, the more that aspiring pastors will learn from your example. (1 Thess 2:8; Phil 4:9)
7. Turn as many staff positions as possible into a two-for-one of both ministry and training.
8. Give aspiring pastors time to filter. (1 Tim 3:6)

DISCUSSION QUESTIONS:

1. In what ways is your church already a healthy ecosystem for raising up pastors?
2. What is one practical step you can take to give aspiring pastors more opportunities to teach and lead?
3. In what ways do you already model giving and receiving godly encouragement and criticism?
How can you do more?
4. What’s one way you can grant aspiring pastors more access to your ministry, your life, and your struggles?

NOTES:



BUILDING A PASTOR TRAINING GREENHOUSE BY BOBBY JAMIESON

PRINCIPLES:

1. Main goals of a pastoral internship: Closeup exposure to a model of faithful pastoral ministry; An infusion of biblical ecclesiology DNA; Intensive immersion in the life of a healthy church, to see how principle turns into practice.
2. In a brief, intensive investment, you can do far more work on content than on character or competence. The latter two are what the whole ecosystem is for.
3. Focus on doing what seminaries don't do or can't do.
4. Teach your church to view a pastoral internship as an element of your missions strategy.
5. Observation is crucial, so max out your interns' security clearance.

OVERVIEW OF CHBC'S INTERNSHIP

- Overall goal: Biblical operating system; Stamp with biblical ecclesiology DNA
- Overall parameters: Full-time, six guys, semester-long, provide housing and a stipend.
- 1. Studying ecclesiology. Primary work is reading books on the doctrine of the church and writing a reflection paper each day. Occasional longer, multi-day assignments on topics like the ordinances and membership, corporate worship, missions. Thursday AM intern discussion. Interns inner circle, staff outer.
- 2. Observing CHBC. Their other main task is getting to know, and intently observing, the life of the church.
- What we're looking for in candidates: eagerness to learn what we're teaching and modeling; desire to pastor; some evident track record of influencing others spiritually. Can be anything from 22-year-old single guy to someone who's pastored for years and wants a re-set.
- Seminary? Before, during, or after is fine.
- What happens after? No set pattern. No promises of a job or a recommendation. But we do keep tabs, keep in touch, and pray for them all.
- Cost to CHBC is about \$130k/yr, or \$180k if you add staff time and other resources

NOTES:



BUILDING A PASTOR TRAINING GREENHOUSE

- The internship is almost all observation, but, typically, two interns get to lead an AM service; one or two get to do a Sunday PM devotional. And if they stick around afterward, we slot them in quickly to teaching opportunities.

SUGGESTIONS FOR STARTING:

1. Start small! All it takes to begin is a hungry young guy, an open summer, a spare bedroom, some books, and your time.
2. If you can, “own” their time. (Though, in some cases, a part-time program will work best.)
3. Consider what timeline will work best for your church and candidates. Could be 5 months, 10 months (academic year), 2 years, etc.
4. Invest patiently. Resist the pressure to produce immediate, demonstrable outcomes.

DISCUSSION QUESTIONS:

1. If you wanted to start a pastoral internship in your church tomorrow, what would the biggest challenge be?
2. Given your church’s resources and opportunities, what type of pastoral residency do you think would work best? Full-time or part-time? Length? What mix of study, observation, practical training?
3. Do you have any men in your church who aspire to pastor and would welcome this type of investment? What step can you take to start training them now, even apart from a fuller, more formal structure?

NOTES:



PREPARING PEOPLE TO SEND BY DWAYNE MILIONI

1. BIBLICAL CHALLENGE

A. A sending model from the church at Antioch (Acts 13)

- 1) Barnabas comes to Antioch, experiences God's grace and church growth, brought back Paul
- 2) Barnabas with Paul set apart and sent by the church. The Holy Spirit helped them to plant churches and appoint elders. They returned to Antioch to give a report and receive instructions.
- 3) The local church should have an equipping funnel that is constantly introducing future leaders that will serve within your church and those that you will send.
- 4) Be willing to send your leaders—send your most capable.

B. Paul's preparation of Timothy (1 Timothy 4:12-16)

- 1) Parenthood: You provide instruction, care, and counsel. Your role is to train.
- 2) Partnership: You co-labor while watching for areas to correct. Your role is to coach.
- 3) Replication: You send the pastor to begin a new work. Your role is to influence.

2. PREPARING TO SEND

A. A decade of intentional involvement

- 1) Identify: Two years of watching/training/building a relationship
- 2) Equip: Three years of equipping/residency/practice/preparation to send
- 3) Send: Five years of supporting/caring for the new work

B. Equipping wives and other team members

- 1) Training and preparing future pastors wives
- 2) Enlisting and equipping other team members (consider children)
- 3) Assist with logistics, location, fundraising and connecting

C. Equipping the church to send well

- 1) Engage the elders in the process
- 2) Train your church to come alongside and support the team
- 3) Make the process a matter of church-wide prayer

3. INTERACTIVE TIME

A. Discuss the following:

- 1) In addition to 1 Timothy 3:1-7, what character qualities are you looking for when choosing a church planter to send?
- 2) What steps should you take for your church to engage those being sent?

NOTES:



COOPERATIVE PLANTING: BEING INDEPENDENT YET INTERDEPENDENT BY NATE AKIN

INTRODUCTORY NOTES:

- 1) Cooperation to plant churches is part of our Baptist history

- 2) Case Study: The Irish Baptist Association – The Irish Baptist Association began as the Irish Baptist churches with 27 churches as they side with Spurgeon in the Downgrade controversy. This association has grown to over 100 churches since, in a very tough place, because of cooperation, pooling resources to establish new local churches.

- 3) Case Study: The Pillar Network – Pillar was started by a handful of churches in order for medium size churches to cooperate to plant new works. Through cooperation, the Pillar Network has now planted over 90 churches and has over 243 churches in our Network.

- 4) Cooperation is the pattern of the NT, but there is also a level of “oughtness” to it – 5 Beloved, it is a faithful thing you do in all your efforts for these brothers, strangers as they are, 6 who testified to your love before the church. You will do well to send them on their journey in a manner worthy of God. 7 For they have gone out for the sake of the name, accepting nothing from the Gentiles. 8 Therefore we ought to support people like these, that we may be fellow workers for the truth. (3 John 5-8)

COOPERATION IS BIBLICAL

- 1) On a Theological Basis (Ephesians 2)

- 2) And the Pattern of the NT
 - a. Earliest Baptist confession highlights our independence yet our interdependence: And although the particular congregation be distinct and several bodies, everyone a compact and knit city in itself; yet are they all to walk by one and the same Rule, and by all means convenient to have the counsel and help one of another in all needful affairs of the church, as members of one body in the common faith under Christ their only Head. (First London Confession, Article 47, 1644).

WHY THEN COOPERATION?

- 1) We can do better together (influence, help, doctrinal accountability)

- 2) We can do more together (planting, revitalizing, sending missionaries)

NOTES:



COOPERATIVE PLANTING: BEING INDEPENDENT YET INTERDEPENDENT

BETTER TOGETHER

- Influence and help: Barnabas sent by Jerusalem to encourage the brothers in Antioch (Acts 11)
- Doctrinal accountability: Jerusalem Council is called for not by Jerusalem but Antioch and through cooperation doctrine is clarified (Acts 15)
- Financial help: Paul commends the churches of Macedonia for giving generously to help the church at Jerusalem (2 Corinthians 8-9)
- Final thought on doing better together: We cooperate for doctrinal accountability (preserving and proclaiming the gospel and sound doctrine) so we actually have something worth offering the World.

QUESTIONS TO CONSIDER:

- 1) How are you cooperating to do "better together?" (Formally and informally?)
- 2) Who will you plant churches with?

MORE TOGETHER

- Propagation of the gospel through Church Planting: The Church at Lystra released a faithful, meaningful member (Timothy, "who was well spoken of by the brothers") for him to join Paul (a man commissioned from another church, the church at Antioch) for Great Commission Work (namely the strengthening and starting of churches) (Acts 16 and following)
- Romans as a Missionary Support Letter: Paul desires to see the Church at Rome to encourage them (Romans 1:11-12) but also to be helped by them to get to Spain where Christ has not yet been "named" (Romans 15)
- As we do this intentionally, instill it in those we train, and support others in this task, it is a wonderful thing: "Beloved it is a FAITHFUL thing you do... therefore we OUGHT to support people like these that we may be FELLOW workers of the truth" (3 John 5-8)

QUESTIONS TO CONSIDER:

- 1) How are you cooperating intentionally with one another?
- 2) How can we even do "residencies" toward this goal?
- 3) What are the barriers to cooperation?
- 4) What could be possible through more cooperation?

NOTES:



LAY ELDER INTENSIVE BY CLINT DARST

1. CELEBRATE THE GIFT OF LAY ELDERS (EPH. 4)

To the Church

To the Elder Board

To the Lead Pastor

2. LOOK FOR LAY ELDER CANDIDATES

(I Tim. 3:1-7; Titus 1:5-9; Mt. 9:35-38)

Lead with a Shepherd's Heart and a Scout's Eyes.

LOOK FOR:

- Character
- Conviction
- Competence
- Compassion
- Capacity
- Chemistry

3. EQUIP LAY ELDER CANDIDATES:

- Intentionality with Plurality
- Personal Discipling Relationships of the Elder Board
- Pastoral Residents and Assistants
- Aspire Internship/Class
- Prayer Services, Small Groups, Members Meetings, Ministry Leaders, Teaching Opportunities

4. AVOID PITFALLS IN IDENTIFYING AND EQUIPPING LAY ELDER CANDIDATES:

- Confusing Gifting with Godliness
- Confusing Culture with Competence
- Creating a Performance Culture
- Creating a JV/Varsity Culture
- Creating a Favoritism Culture
- Moving too Quickly
- Moving too Slowly

NOTES:

Scaffolding for a Church-Based Residency for Pastoral Formation

Written by Matt Rogers



Introduction:

The place to begin is to consider the goal of pastoral formation. What are we hoping to accomplish? It seems that there are three main goals worth mentioning, and each is essential to form the whole person:

- 1) training designed to develop knowledge and convictions,
- 2) training designed to assess the heart and grow character, and
- 3) training designed to instill pastoral skill and practices.

It's worth considering the implications of removing any of these facets of development. Without knowledge and convictions, a future pastor will be susceptible to deceptive theology, heretical teaching, or social gospel liberalism.

Without character, the most knowledgeable and skillful leader will obscure the truth of the gospel through hypocritical living and will, in many cases, bring great harm to God's church through moral failure.

Without skill, the future pastor will be unable to bring their character and convictions to bear on other people in the church in a way that moves God's people forward in sanctification and mission. Combined, however, these three aspects of pastoral formation provide a vibrant context of growth and change when placed within the local church.





Training Designed to Develop Knowledge & Convictions:

First up is the area of knowledge and convictions. This area easily provides a sense of the scope and sequence of the developmental process.

It's certainly true that future pastors are receiving much of this type of development through a steady diet of healthy exposition in their churches.

Supplemental training is important for future pastors who can delve deep into the unique nuances of these topics. Each of the topics below is suggested based on the perceived importance of this topic in the life of a pastor.

It's worth noting that a church, depending on numerous contextual factors, may spend an entire semester on each topic, or they might try to condense these into a shorter time.

As a normative rule, however, a healthy pastoral formation process will take two to three years to allocate adequate time for training.

While this time period might be intimidating for some, there are many benefits of a lengthy residency process:



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It allows time for the developing leader to get older and wiser and slows down the trend to younger and younger men being sent to plant churches;

It fosters time for the pastoral staff to get to know the developing pastors and speak truth into their lives over an extended period;

It encourages the church to get to know the developing leaders and be able to truly lay hands on them and commission them into the work;

It facilitates an extended period for training in the various competencies needed for pastoral ministry;

It gives time for the character of the developing leader to rise to the surface and his true strengths and weaknesses to be known;

It provides a context for relationships to form among the developing pastor and his family and others who might be on the planting team.

The intellectual development tracks provide a basis for determining the primary flow of the pastoral residency. What follows is a suggestion based on a 2-3 year residency program broken up into 4-6 semesters.

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Most churches find that the best model is to select a specific time to meet with all the residents together each week.

While work is required to make these gatherings conversational and not merely a teaching forum, discussion is often profitable in facilitating engagement around the topics and shared learning.

In addition, if you approach this teaching individually with a pastor meeting with each resident separately, then it is difficult to ensure that all of the residents are getting the same content and quality instruction. I would suggest a 90-minute meeting during the semester that follows this basic pattern:

1. Welcome / Prayer
2. Devotional / teaching from one of the residents
3. Presentation on the topic of the week
(led by the pastor or another pastor with noted wisdom in this area)
4. Questions and discussion from the residents
5. Homework for next week



Suggestions for Topics:

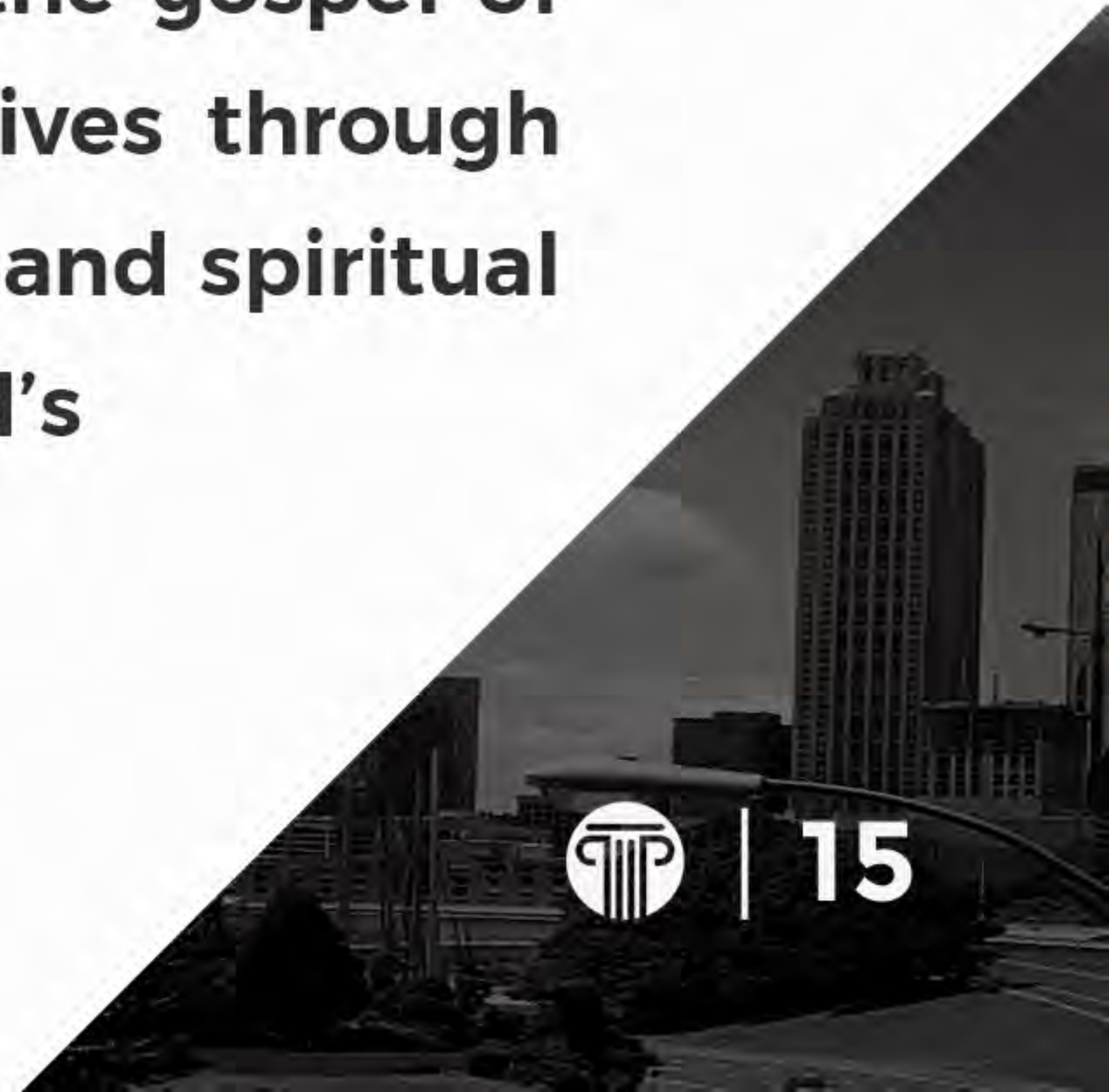
In this section, we will consider seven essential topics for a residency program and provide a list of suggested resources that could guide the formative training. This abridged article is a part of a lengthy essay that also contains reading lists and projects. You can find this longer article on the Pillar Resource Page.

#1: Pastoral Character and Spiritual Disciplines

Start with a season of focus on personal character and spiritual disciplines. The motive for such a starting point is multifaceted:

- It emphasizes the reality that character is more important than competence.
- It forces the developing leader to consider his heart—a topic that should be returned to throughout the training process.
- It provides a baseline for Christian maturity that applies to all types of leaders, even those who will not continue to move toward pastoral ministry.
- It allows for strategic mentorship with existing pastors who demonstrate care for these young men.

The aim for this semester should be that the men understand the gospel of Jesus Christ and daily apply the truth of the gospel to their lives through worshipful obedience. Gospel clarity, seen in personal character and spiritual disciplines, is the baseline for any persevering work in leading God's people in the church.



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#2: Biblical Ecclesiology and Polity

The next step in the developmental process is to ensure that you are building healthy ecclesiology into the lives of the residents. The nature of this ecclesiological instruction is happening by virtue of their membership in the life of the church body.

There they are passively picking up on the habits of a healthy church. Many, however, come from backgrounds where they participated in unhealthy churches with paltry ecclesiology, so it takes time for them to see the benefits of biblical paradigms for local church ministry. Even those who've grown up in healthy churches need the benefit of active teaching on the why behind the what. They need to understand why the church does what it does and why the leaders make the decisions they do.

They need to hear leaders process the non-negotiable themes of biblical ecclesiology and discuss how to triage the secondary or tertiary issues. Those who will soon be leading churches need to understand church polity to such depth that they can plant or move a church in this direction in the future.

During this semester, it would be wise to allow the developing pastors to sit in on the elders' meetings and observe how the church is led in a practical way. This would also allow these leaders to meet other pastors in the church and discern how unique gifts and passions shape the leadership of the church. This protects these future leaders from developing a stereotype of the ideal pastor based on what they observe in the pastor leading the residency program.



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#3: Preaching and Teaching

Derived from biblical ecclesiology and polity, the work of preaching and teaching is an essential task of pastors and vital for the growth of the church. It's an important place to turn next.

When it comes to those entering residency programs, there are several challenges to consider. First, many have had limited experience in teaching and preaching, and it's difficult to give them many opportunities in the normative church structure (more on this later).

Next, many young leaders have not had the benefit of careful evaluation in this area. They may have preached once a year for youth Sunday, but they've not consistently had to teach adults in an environment where someone loved them enough to give them feedback on needed areas of growth.

Finally, like all of us, young leaders are prone to idolize the great preachers of our day and listen to podcasts of their sermons regularly. It can be difficult to help them think beyond the specialized role of highly gifted communicators and consider the form preaching will take for them in a church planting context or revitalization project where they have to do so much other than preach.

#4: Evangelism & Mission

Next up is a focus on the work of evangelism and missions. You'll notice that many of these topics are interrelated. In the ecclesiology semester, we've already considered the role of the healthy local church as the focus and vehicle for God's ongoing mission in the world.

Now we can drill down deeper on the work of personal evangelism, the collective work of the church in evangelism, and the task of global mission.

A healthy approach for this topic could be to either start on the personal level with the task of evangelism and work to the global level with a focus on the nations or vice versa.

Either way, you'll want to give active consideration for how a pastor lives out evangelistic zeal, particularly in the work of planting or revitalization, and how they labor to create a culture that's magnetized to God's work among all nations.



#5: Leadership

Those who are still committed to the development process are now ready to give active consideration to the tasks of leadership, pastoral care and counsel, and church planting/revitalization. These categories are essential skills in the pastor's toolbelt.

As mentioned already, we do not want to get these topics at the front end of the process. We want to focus on personal character, gospel clarity, and healthy ecclesiology at the outset before turning our attention to these topics. With that foundation in place, we can begin by discussing the leadership practices required to give care for the church and the form of distinctively Christian leadership.

The current resources in the area of leadership are inadequate, and much of the learning that takes place in this area simply can't be derived from studies of books on the subject. You'll need to give the developing leader some real leadership to turn up the temperature in this area. In my estimation, this leadership should have a missionary or evangelistic focus rather than something like running the student ministry at the church. This outward focus, and especially the work of building something from nothing, is critical preparation for the work of church planting or revitalization.

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#6: Pastoral Care and Counsel

Pastoral care and counseling are vital for ongoing ministry. The hope is that by this point in the journey, those in the residency program are actively giving care to church members through ongoing relationships but also through church structures like small groups.

You want to equip them to enter these burden-bearing relationships and give meaningful help to those they serve. Not every future pastor will be a gifted counselor, but they all need to have the basic skill sets necessary to aid others in applying the gospel to their lives.

Those predisposed to mercy and care gifts should be given further development in these areas through supplemental forms of training. The supplementary benefit of this form of training is that the person in development is better positioned to apply the gospel to their life and their process of sanctification.

#7: Church Planting & Revitalization Methods & Models

Finally, the process concludes with a consideration of church planting and revitalization methods and models. Obviously, you need to think through how to begin some of this training with enough time for those you send to engage in these themes before they begin their planting or revitalization work.

For example, it would be unwise for someone to end their residency with a consideration of these subjects and then move to start a church plant the very next semester.

It would likely be wise to have a period of preparation after the residency and before the church plant to give them time to execute on topics discussed here.

While books and resources will prove helpful, it's likely that each church will need to iterate on these topics in order to develop planters who are practicing the distinctives that the church and their pastors deem most important.





Training Designed to Assess the Heart and Grow Character:

Now that you've got a standard path in place for theological training, you can layer those preparatory tracks with the other two forms of training essential for holistic development:

- 1) training that focuses on the heart and
- 2) training that focuses on the hands and feet.

You'll notice that we've already built a framework for much of this in the aforementioned semesters of development. Along the way, you likely noticed training that was about character formation (semester 1 and 6, for example) and training that was more practical in orientation (semester 5 and 7, for example).

However, you want to work to make sure that each semester involves formative training in the mind, heart, hands, and feet.

The best means of assessing the heart of a developing leader and working him through a systematic process of growth is through personal mentorship. There is simply no way to adequately press into the heart of a leader apart from deep, intentional, ongoing relationships. A classroom is insufficient for this, which is one of the reasons that a seminary alone is an insufficient training context for the holistic formation of future pastors.

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The size and scope of your training process will likely dictate how you handle this part of the process. If you only have one resident, then it's likely wise that the work of discipleship for this person lies with the lead pastor. If, however, you have several residents, then you will have to be more selective and intentional. Here are some options:

1.

Pair each developing leader with a different pastor on your team in areas that seem to align with the gifts of both. For example, pair those who give indications of seeking to preach and teach with the pastor who does this most often and pair a developing leader with gifts in evangelism with someone leading the charge in mission.

2.

Pair the developing leaders with the pastor on your team who is best at soul care and individual discipleship. This may not be the lead pastor, but someone else on the team who has more margin to invest in meeting with future leaders, listening well, asking good questions, and giving them help to grow.

3.

Pair the developing leaders with some pastors and some non-pastors. Some churches may have a residency program that is too large for the pastoral staff to provide the level of care needed. In such situations, you should reach out to skilled disciple-makers in the local church who've proven competency to help others grow in their faith.

In addition to the weekly content tracks for the internship, it should be an expectation that each residency is meeting with a mentor at least twice a month, if not weekly. While these meetings may involve discussion of the training content, the main goal should simply focus on the heart of the future leader.

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In a way, the residency is a process of exposing what needs to be exposed rather than it being exposed later in a destructive way. We recognize that the work of church planting and pastoral ministry is likely the most sin-exposing activity you'll ever undertake, perhaps second only to marriage and parenting.

Since this is the case, leaders should expect these future leaders to see their sin exposed and their need for the gospel heightened during this time of preparation. Here are a few things you should keep your eye on during these mentor sessions:

- The Leader's Self-Talk - Spend time helping the leader see how they apply the gospel to their lives.
- The Leader's Sin Patterns - These are sin patterns that will kill a ministry, and this time of mentorship can help a leader kill them now.
- The Leader's Family - A mentor should listen to how the developing leader speaks of his wife, how he involves her in decisions, and how he leads her to know and love God. In addition, should the developing leader have children, a wise mentor will help the resident think through how to establish parental authority and lead family devotions to promote the gospel in the home.
- The Leader's Ability to Handle Pressure and Burdens - As these developing leaders step into this work, you'll need to see how they handle the increasing levels of burden they are exposed to and provide them with resources to relieve some of the pressure.
- The Leader's Fight through Spiritual Warfare - You can't replicate the nature of this spiritual warfare in a residency, nor can you manufacture the level of pressure a leader will face, but you can help the developing leader see the Enemy's attacks and arm themselves for battle.



Training Designed to Instill Pastoral Skills and Practices:

The final area of holistic development is work on pastoral skills and practices. Again, as noted above, this work is woven into the various topics of consideration, with the later stages of the development process being more practical in orientation.

Such a progression allows you to weed out underperforming residents before giving them too much leadership in the church. Once you are fairly certain of a leader's capacity, you are ready to begin to instill the skills and practices that this person will need to excel in the work. There are several different ways that you might approach this type of training:

#1: Skills and Practices that All Pastors Will Need

You know some of the areas that all pastors and ministry leaders are going to need development in order to be fruitful in the work. Some of these are outlined in the content-based training above. They are going to need to know how to share the gospel. They must know how to preach. They will need basic skills in counseling. There will surely be aspects of leadership and administration required in the role.

#2: Skills and Practices that Your Church Needs

Another model of skill-based training takes the resident pool and places them in roles that the church needs at that time. For example, the church might need someone to lead college ministry, so a resident or two are selected to head up that ministry area. Or the church might need a capable evangelist to foster connection with the local community, so a resident might be given this task.

This model is particularly valuable in smaller churches or church plants that do not have the resources to hire someone full-time in these key ministry roles.



Scaffolding for a Church-Based Residency for Pastoral Formation

www.thepillarnetwork.com



#3: Skills and Practices that Play to the Strengths of the Developing Leader

In this model, effort is made to match the developing leader with a role that fits their gifts and future role within the church. For this to work, you will likely need to know something about the developing leader early in the process or wait to match them to a role. Once you have some sense of the leader's future role, you can begin to pair them with ministry objectives that lend toward cultivating those spiritual and innate gifts. For example, if it's clear that a developing leader has the aptitude and passion for international missions, then it might make sense to align them with the work of a missions team within your church or even give them some level of oversight of that team for a time.

You might consider asking them to head up holding the rope for your international missionaries or develop a team for a short-term mission objective. Or, if a person is a clear lead pastor or planter, you will want to give them more experience learning how to lead meetings, run an elder team, or develop a budget. There is no shortage of “but what about” questions when we talk about church-based residencies. Our aim is that these thoughts have prompted you to consider the form and structure of a residency program in your church.

Please reach out if we can help answer any questions you have along the way. Contact Matt Rogers, the author of this article, at matt@thepillarnetwork.com. He will work to help you build a system that is the best fit for your church. Let's work together to develop the scores of pastors who are needed to faithfully plant and reestablish healthy churches until Jesus returns.

strengths and weaknesses. Please ask your references to state how long and in what relational capacity they have known you. If you are married, one of your two recommendation letters should be a letter from a pastor who can describe your marriage and speak to its suitability for ministry. This letter must be confidential and sent directly by the pastor to the above address or via e-mail.

4. Digital face photo
5. Answers to the following questions (**try to keep your answers brief**):
 - a. How did you become a Christian?
 - b. Describe the circumstances of your baptism (year, setting, officiant, church involvement, etc.).
 - c. If not a current member of MVBC, how did you learn about the MVBC internship?
 - d. Why do you want to intern at MVBC?
 - e. What do you intend to learn during the course of an internship?
 - f. If not a current member of MVBC, describe the church you currently attend and your involvement. (Include your spouse, if applicable.)
 - g. What kind of service do you think God is leading you into?
 - h. What dates do you prefer for an internship? (Fall or Spring/ Year) If your dates are flexible, please list your top three preferences. (Fall or Spring/ Year)
 - i. Interns are not considered regular employees of MVBC. We provide a modest housing and living stipend but not health insurance. What plans do you have to ensure your and your family's, if applicable, financial needs are met including health insurance?
 - j. If you are married, tell us about your marriage and any concerns you may have for it as you consider pastoral ministry.
 - k. Describe your practice of spiritual disciplines (e.g., prayer, Bible reading, memorization, etc.)
 - l. Please comment on your current and recent track record with obeying God by abstaining from pornography and related forms of sexual sin. If you have sinned in this area, please explain and be specific in regards to frequency, when the sin occurred (e.g., in the past week, month, year, 5 years?) and what you have done to fight for a pattern of obedience.
 - m. Tell us something about yourself we would not learn from your résumé.

*As part of the application process, we would like potential applicants who have never been to MVBC to spend a weekend with the pastoral staff to get to know us and see if the program is a good fit for you and us. We cannot guarantee this visit for every applicant. Please contact us if you have any questions.

MVBC wants to consider applications from those who show a passion and love for Jesus Christ; possess, by God's grace, a character of integrity; have the desire and potential to be an evangelical leader; and affirm MVBC's Statement of Faith and Church Covenant (both included at the end of this application). Interns must be able to become members of MVBC during their internship.

Thank you for your interest. If you have any questions, please contact us at 404-255-3133 or email bradthayer@mvbchurch.org.

Statement

I have read and affirm the MVBC Statement of Faith and Church Covenant. (*Electronic signature is sufficient.*)

Applicant: Signature _____ Date _____

Spouse (if applicable): Signature _____ Date _____



PASTORAL INTERNSHIP OVERVIEW

OBJECTIVE

Our pastoral internship exist to equip men pursuing full-time ministry with a biblical vision of the local church and pastoral ministry through a residency program of study, observation, and practical ministry experience.

Throughout the internship, we provide encouragement and constructive criticism of ways one may or may not be qualified and gifted for full-time ministry. However, the internship does not conclude with a full affirmation of one's calling to full-time ministry. We believe that requires more time and observation than the internship allows.

DURATION

We offer two, 4-month internships a year that run approximately:

- ⇒ Spring: mid-January – mid-May
- ⇒ Fall: mid-August 15 – mid-December

RESPONSIBILITIES

The objective is met through study, observation, and regular involvement in the church. Responsibilities include:

⇒ ***Reading & Writing Projects***

- 3,000–4,000 pages of reading. Write a 2-page position paper on each book. Position papers will state the thesis, summarize the argument, and present an arguable opinion for or against the thesis.
- Meet weekly with pastoral staff to discuss reading and writing.
- Reading List:
 - *The Church: The Gospel Made Visible* – Mark Dever (208 pages)
 - *What is the Mission of the Church* – Kevin DeYoung & Greg Gilbert (288 pages)
 - *One Assembly* – Jonathan Leeman (176 pages)
 - *Character Matters* – Aaron Menikoff (180 pages)
 - *The Cross and Christian Ministry* – D. A. Carson (160 pages)
 - *The Trellis and the Vine* – Colin Marshall and Tony Payne (196 pages)
 - *Budgeting For a Healthy Church* – Jamie Dunlop (166 pages)
 - *Baptist Foundations* – Mark Dever and Jonathan Leeman, eds. (432 pages)
 - *Perspectives on Christian Worship: 5 Views* – Matthew Pinson, ed. (368 pages)
 - *Expositional Preaching* – David Helm (128 pages)
 - *Preaching and Preachers* – D. Martyn Lloyd-Jones (352 pages)
 - *Discipling* – Mark Dever (128 pages)
 - *Evangelism* – Mack Stiles (128 pages)
 - *Evangelism and the Sovereignty of God* – J. I. Packer (122 pages)
 - *Toward a Recovery of Christian Belief* – Carl Henry (126 pages)
 - *The Christian Ministry* – Charles Bridges (400 pages)

⇒ ***Ministry Projects***

- Lead two morning worship services (Welcome & Prayer of Confession).
- Prepare and deliver a 15-minute Sunday evening devotional.
- Ministry specific project, e.g., preparing mock church budget, involvement in local evangelism, biblical counseling training, etc.

⇒ ***Involvement with Lay Leaders & Members***

- Meet with a different elder once a week to discuss pastoral ministry.
- Meet bi-monthly with a deacon to discuss their diaconate ministry.
- Regular meet with members for intentional conversations.

⇒ ***Involvement with Staff***

- *Senior Pastor:* Outside of regularly scheduled times, interns observe membership interviews, counseling sessions, semester planning meetings, and more. Where appropriate, interns may travel with the Senior Pastor for speaking engagements.
- *Other Staff:* Interns help staff accomplish various ministry and administrative tasks as assigned. Interns spend 1-1.5hrs/wk with their supervisor discussing the week's schedule and responsibilities.

MEETINGS

Interns will attend the following meetings:

⇒ ***Weekly***

- Corporate gatherings
- Staff meeting
- Teacher Debrief
- Internship Discussion
- Supervisor's meeting

⇒ ***1 Per Semester***

- Covenant Group Leaders
- Children's Ministry Team
- Elder Mission Team
- Music planning team

⇒ ***Bi-weekly***

- Elders

⇒ ***Where Applicable***

- Funerals
- Weddings
- Special church-wide gatherings
- Misc. trainings
- Missions related meetings or meals

⇒ ***Monthly or Bi-monthly***

- GABN Pastoral Fellowships
- Family Ministry Team meeting
- Visitors Lunch
- Church in Conference

GENERAL EXPECTATIONS

Below is a list of general expectations for involvement with staff and the church.

⇒ **Attendance**

- Involvement in all the regular services on Sundays and Wednesdays
 - Sunday School // 9:00-10:00am
 - Pre-service Meeting // 10:15-10:25am
 - Morning Service // 10:30am-12:00pm
 - Evening Service // 5:00-6:00pm
 - Wednesday Dinner // 5:00-6:30pm
 - Wednesday Classes // 6:30-7:30pm
- Punctual and early where necessary
- Sit toward the front during evening service to help Aaron distribute books.
- Interact with members and guests after the service

⇒ **Office Expectations & Time Management**

- Offices Hours - Monday-Friday // 9:00am-5:00pm
- Professional and timely communication
- Attire: Business or smart casual
- Responsible for managing your own time.
- Reading, writing, and project deadlines will not be extended unless in the case of an emergency.

FINANCES

The internship is a brief season when an individual or family makes sacrifices in preparation for ministry. The internship is not intended to provide substantive compensation. That means the intern and his family may have to use personal savings, raise support, or live off a spouse's income. The compensation below provides a housing and living stipend and resources for the program.

Compensation

Housing	\$ 1,300
Stipend	<u>\$ 1,400</u>
Net	\$ 2,700/mth

Resources

Books	\$ 300
Meal Allowance	\$ 250
Retreat	\$ 600
Hospitality	\$ 100 (A welcome dinner with pastor, intern, and spouses.)
Misc. Admin	<u>\$ 100</u>
Net	\$ 1,350/term

NEXT STEPS

Thank you for your interest in Mount Vernon's internship. The next steps include:

- ⇒ Reading our [Statement of Faith](#) and [Church Covenant](#). We would also encourage you to look over our [website](#) and listen to some sermons if you are unfamiliar with Mount Vernon.
- ⇒ Contact Brad Thayer, Associate Pastor, at bradthayer@mvbchurch.org for an application.

Thank you!

Table of Contents

Item	Page
1. Pastoral Internship Description	1
2. Welcome Packet (Intern Syllabus)	5
3. Reading Schedule	20
4. Preliminary Assignments	22
5. Preparing for Life as an Intern	25
6. Typical Week for Interns	30
7. Sample Acceptance Letter	31

Capitol Hill Baptist Church Pastoral Internship Description

OVERVIEW

What do you get when you drop six budding theologians into the perfect church, and attempt to grow their preaching, teaching, and other ministry gifts by plunging them headlong into practical and theological training? We aren't really sure. You will have to check with some other church.

Nothing fancy happens in the Capitol Hill Baptist Church (CHBC) pastoral internship program. We simply want to unveil regular, day-to-day ministerial life and provide men aspiring to be pastors with an ecclesiological and pastoral grid for doing the work of ministry. How should the church be organized? Who should lead the church? Does the Bible discuss church membership? How does church polity affect the functionality of the local church? In addition to observing church life today, CHBC interns will spend much of their time engaging in conversation with great pastors and theologians from the past.

Through these conversations and their interaction with our church's life, interns will discover that we believe God's church is the main sounding board of the gospel, but a sounding board that's largely ignored in Christian circles today. Not only that, they will consider what it means to build a church, not according to the latest cultural waves or "whatever works," but according to all that the Bible says about our life together as the local church. Praise God that his Word is not silent on matters of ecclesiology and pastoring.

INTERNSHIP STRUCTURE AND WORK

We offer the internship program to six men twice a year. It lasts approximately five months, and occurs from January to May as well as from August to December. We usually expect an intern applicant to have completed his undergraduate degree, but beyond that our interns have consisted of everything from young men just out of college to senior pastors on sabbatical.

Due to the shortness of the internship program, men coming from outside of CHBC should not expect to use it to help them answer the question, "Am I called to the ministry?" Five months is not enough time to confirm someone's ministerial qualifications. Instead, we view the church sending a man into the program as bearing that responsibility. Moreover, CHBC does not build ministry on interns (teaching publicly, leading small groups, etc.), and men should not expect the internship to be a time where their gifts are tested.

The bulk of the intern's office time will be spent reading over 5,000 pages of text, writing about 60 papers (3.5 per week), and discussing those papers.

Every week, Senior Pastor Mark Dever reads the reflection papers written in response to the above reading. All the interns and most of the pastoral staff then join him for three hours on Thursday morning to discuss and defend their papers. Pastor Dever will highlight a number of aspects from those papers and allows the interns to critically discuss the matters among themselves and present pastoral staff.

WHO IS ELIGIBLE?

We welcome applications from men who are aiming at pastoral ministry and who are able to affirm the CHBC church covenant and statement of faith. Six men are invited to participate each semester. Housing is normally provided for single men or married men with no children. In addition, expenses related to the internship will be covered by the church, but this does not include health care.

All housing is in close proximity to the church, therefore no vehicle is necessary during the program (though parking is provided for those with a car). Also, the DC Metro system offers easy access to most parts of the city.

A TYPICAL WEEK

In addition to the reading and writing assignments mentioned above, the intern's week includes mandatory attendance at staff meetings, theology breakfasts, elders meetings, all public services of the church, staff prayer times, intern discussions, weddings, wedding rehearsals, funerals, weekly service reviews, intern accountability and supervision times, and any spontaneous meetings that arise in the course of a week. Interns can expect to serve twice a week in general office administration. Interns will also travel together to at least one of Mark Dever's non-local speaking engagements during the course of the program.

Additionally, we ask interns to schedule one-on-one lunches with each church elder, deacon, and staff member. Interns also meet with a variety of new and old members of the church. These meetings provide the interns with an opportunity to learn about various aspects of the church's history and life.

Interns become members of Capitol Hill Baptist Church during the time of their internship in order to best fold them into the life of the congregation. (Yet we do have a policy that single interns cannot initiate a dating relationship during the internship—the folding only goes so far during these five months!)

Lastly, we ask each intern to be an active member of a small group.

IS THE INTERNSHIP FOR YOU?

If you believe this internship would benefit your development as a minister, we encourage you to submit an application! The form is available on this website and contains further instructions. Due to the large number of applications, we cannot guarantee either acceptance or your first choice of program dates. If you are flexible about what start-dates work for you, please indicate this on your application.

We schedule "Intern Preview Weekends" periodically throughout the year. These usually begin on Saturday and conclude mid-day Monday, and provide applicants with an opportunity to observe the life of CHBC. Attendance at a Preview Weekend is usually required in order to complete the internship application process. Upon receiving your application, our staff will contact you about upcoming Preview Weekends.

Acceptance decisions are usually announced two to three months prior to the program's commencement.

Internship FAQs

Logistics

Are internships offered in the summer? Currently, we offer internships for the Spring (January to May) and the Fall (August to December).

Can I be married and do an internship? Yes, but in any given semester we may not be able to accept as many married applicants, especially those who are married with children, based on our ability to provide housing.

Can I get seminary credit for doing the internship? Certain seminaries, including The Southern Baptist Theological Seminary and Southeastern Baptist Theological Seminary, have offered credit hours to those who participate in the internship program. Since it is the seminary's decision, check with them first.

I'm not sure I want to be a pastor. Can I still do the internship? We encourage those who are seriously considering or currently in pastoral ministry to apply for the program.

Applying

How early should I apply? Try to apply at least a year in advance. Spaces are limited, so getting your application in early is wise.

When do you hold Intern Preview Weekends? Since we normally require all intern applicants to attend an Intern Preview Weekend, we usually hold these Weekends twice a year, once in the winter (Jan-Feb) and once in the summer (Jul-Aug). In lieu of an Intern Preview Weekend, we sometimes invite intern applicants to a 9Marks Weekender conference in March or September. Invitations to Intern Preview Weekends or 9Marks Weekender conferences are extended to applicants once they have submitted their application for the internship.

Is CHBC able to provide internships for women? Because the internship is for those interested in pastoral ministry, we do not provide internships for women.

Where should I be in my education before doing the internship? A college degree is usually expected for intern candidates. Past interns have applied before, during, and after their theological education.

What if English is not my first language- can I still be an intern? Yes. Please contact us at internship@capbap.org to discuss the proficiency level of English necessary to benefit from our program.

Do I need to be a citizen of the United States? No. We welcome applications from internationals. Past interns have come from many countries, including Australia, Brazil, India, Kenya, Mexico, Poland, South Africa, and the United Kingdom. We encourage internationals to apply at least one year in advance, and to contact us at internship@capbap.org to discuss the visa application process.

Intern Life

Is a stipend provided for the interns? Housing (including basic utilities) is provided during the internship, and each intern receives a stipend of \$1200/month to cover living expenses. We require each intern to provide health insurance for himself (and his family, if applicable) throughout the duration of the internship.

Will I be able to work while doing the internship? By providing a stipend and housing, interns are freed up from working outside of the church and can spend their time learning about and observing the church.

Can I survive on \$1200/month in DC? We recognize that the stipend is modest. Past interns have been able to provide for their needs with this amount, though it may be more challenging for larger families. Since

housing is provided, usually health insurance and groceries are the largest monthly expenses for an intern family. A car is convenient but not necessary on Capitol Hill; many stores are within walking distance.

Where can I send my children to school during the internship? Interns are free to choose whichever educational option is best for their children, including DC public schools, various private schools in the DC area, or home-schooling.

Where does vacation fit in with the internship? No vacation is provided. The church office is closed on government holidays, though sometimes interns still have papers due on those days. Usually interns have a full day off each Saturday.

How are interns involved in the church? Interns are involved in various ministries of the church. However, interns will not be responsible to oversee any specific ministry. Much of what interns do involves reading, writing and observing the daily ministry of CHBC.

Welcome Packet

Spring 2022

Pastoral Interns

January 7-May 31, 2022



Welcome to CHBC Staff!

Schedule

- While you can see that a good portion of your time is scheduled, ***prepare to be flexible***; this schedule is sure to change - sometimes without prior notice. There will also be numerous meetings called that we will want you to attend on short notice. This is all part of life in a church. Be aware: this is an intensive program and while some of your time may be unstructured, there is little free time.
- To help you integrate into the church and learn something of its life and history, we ask you to meet with a variety of members, elders, and deacons. You can meet for lunch, coffee, breakfast, or just hang out at the church. We ask you to meet with **four non-staff elders, five newer members** (less than three-year tenure), **five members** who have been here longer than five years. You can find the year each member joined in the membership directory. You will need to initiate and organize all these meetings.
- You are also required to meet with all the members of CHBC's staff, including administration and support staff, as well as with 9Marks directors Ryan Townsend and Jonathan Leeman. Please arrange to have meals with the women on staff in groups – in other words, no one-on-one lunches with women. Combining the meetings with the CHBC and 9Marks staff results in an average of about *two meetings per week*, so please schedule these diligently and proactively.
- Most of the dates (including your reading and intern discussion schedule) in this packet can be found in the **Internship of CHBC Google Calendar**. There are a few events that will not be in this packet, because they have yet to be scheduled. Please refer to the calendar for these events and if you are supposed to attend. Starting Friday, January 7, this calendar will be the “live” document for your class. If you see any conflicts between this Welcome Packet and the Google Calendar, please notify Jonathan Keisling. Some interns have a tricky time getting the Google Calendar to sync with their phone; see this webpage for tips on how to do that: <https://www.google.com/calendar/syncselect>
- Office hours are **Monday 9:30 a.m. – 5:30 p.m. and Tues-Fri 8:30 a.m.–5:30 p.m.** If there is no service review on Sunday night, then office hours begin the next Monday at 8:30am. If a Thursday night elders' meeting goes past 10pm, then you can come in at 9:30am on the subsequent Friday. For the first month of your internship, during office hours, if you are not meeting with someone, plan to be on the church premises.
- Under normal conditions, we in the intern office of the church building, yet given the District's mask requirements, you have the option to work in other areas of the church building. The classrooms on the fourth floor are a good place for spreading out. Be aware, however, that

the fourth floor is cleaned on Fridays so you may have to find someplace else to go on those days. If you need to work from home, we can accommodate as long as you let us know where you are at. Per DC guidelines, you are always required to wear a mask in the church building unless you are alone in an enclosed office.

- Since most of your workday will be spent in the childcare section of our building, we ask that you be good guests. Gio, our childcare director, has a strict “No food or drink” rule in the classrooms (this doesn’t apply to your office), but water is fine. If you move something in a classroom, please move it back. We simply ask that you be good guests in the childcare wing.
- Once you are past a month into the internship and have gotten the feel for the schedule here, you may *occasionally* work at a site off the block – for example, reading and writing at a local coffee shop (if they are open). You should only do this if there are no scheduled meetings, and it should not be a substitute for your normal routine – you should normally spend most of your time in the church building. Also, *you may only work away from the church if: 1) You tell the front desk receptionist the exact location where you will be working; 2) You can pick up your phone if someone from the office calls looking for you.* If you neglect to follow these two guidelines, we will require the whole intern class to stay on the block at all times. These guidelines are because there are many occasions when all the interns are needed quickly for a meeting or to help with a task.
- Each **Wednesday at 8:30am**, for the first few weeks of the internship and once a month after that, you will meet with Bobby Jamieson and Jonathan Keisling in the Intern Common Area for 30 minutes to talk about how you are doing, address any questions you might have, and look over the upcoming readings and schedule.
- Additionally, each intern has been assigned a staff/block partner to meet with at least every other week to discuss how the internship is going and how you are doing personally. **You are responsible** for contacting your partner to set up a regular time to meet. We expect you to take initiative to make sure that you meet with your partner regularly, at least twice a month, and have at least a brief conversation with your partner weekly. *Here are your partner assignments:*
 - Alex B.: Riley Barnes
 - Alex C.: Jacob Hargrave
 - John: Jamie Dunlop
 - Troy: Ben Lacey
 - Taylor: Charles Hedman
 - Nick: Jonathan Keisling
 - Paul: Caleb Morell
 - Joseph: Deepak Reju
- You will meet in groups weekly for the purpose of accountability. These accountability groups will usually meet each **Wednesday from 9:00-10:00am**. This time is flexible, but it’s been blocked off in your calendar. *The accountability groups are:*
 - Alex Bloomfield and Alex Chen
 - John Flores and Taylor Hartley
 - Troy Maragos and Nick Moonis
 - Paul Tamras and Joseph Thigpen
- We encourage you, for your meetings with your staff partner and accountability partner, to pursue topics that are on your mind, especially those related to your personal walk with Christ

and your growth as a minister. If, however, you would like to work through some material together to guide your discussions, we are giving Paul Tripp's excellent book *Dangerous Calling* to each intern. You aren't required to use this book (though we hope you'll read it after your internship), but it's available to you as an option for reading through and talking about either with your staff partner or accountability partner.

- You will attend the following Core Seminar on the following dates:
 - **Membership Matters** – Each intern will be required to attend all six weeks of the Membership Matters Core Seminar in person (through Jan 9 and 16).
 - Intern wives who are currently not members will need to attend Membership Matters in person on January 9 and January 16. The remainder of membership matters will be taught online by Bobby from 2:00pm to 5:00pm Friday, January 14.
 - PLEASE PLAN AHEAD – Troy, Joseph, John, and Alex must plan ahead to be at home with their families at different times so that their wives can do a membership interview with Bobby at the church. Each of you have received a calendar invite.
 - **Your Choice** – January 23 through end of semester (must choose one core seminar and commit to attend that class weekly)
- Once each week (unless otherwise noted), starting the second week of the internship, you will have the opportunity to provide **administrative assistance** to CHBC, 9Marks, or Campus Outreach. Your particular intern admin time is on the Internship of CHBC Google Calendar. Note that you are responsible for seeking out the appropriate staff when you are scheduled to serve. Click the calendar event to see what your assignment is. If you haven't been assigned to a task yet, you are expected to report to the front desk on time and wait for an assignment. If the office is closed on a particular day, your admin time for that day is automatically canceled. If for some reason an official meeting occurs during your admin time that you need to attend (such as a Wednesday Service Planning meeting), you should arrange another time that day to complete the admin time. *Note that the day of your admin time will **change** over the course of the semester, so by the end of the internship you will have done admin on Mon, Weds, and Fri. You will have a different day assigned for Jan/Feb, Mar, and April/May.*
- **EVERY DAY**, as long as Mark is in town, you will meet with Mark at 5:00pm to discuss that day's reading and paper. You should assume this meeting is happening, even if you don't have a paper to turn in, unless Mark tells you otherwise. *NOTE: Though your work day technically ends at 5:30pm, this conversation with Mark may frequently last until 5:45pm. You are free to leave at 5:30pm, but you may enjoy staying for an extra few minutes of conversation. So we would encourage those of you who are married to **inform your wives that your workday will tend to end at 5:45pm.***
- Approximately twice a month on **Tuesdays, from 9:15-11:30am**, you will observe our **pastoral staff meeting** in Mark's study.
- On most **Tuesdays, from 2:30–3:00pm**, you will attend our **service planning meeting** in Mark's study, at which we plan the upcoming Sunday services. Pay attention in staff meeting, as the date, time, and location of this planning meeting often changes.

- On **Thursday mornings**, you will participate in **Intern Discussion** in Mark's study from **8:30–11:30am**. **Make sure to arrive 5 minutes early** so you can get your books and papers organized. **Mark prioritizes punctuality, and especially so at this meeting!** Your papers will serve to drive this discussion. Typically there will not be Intern Discussion when Mark is out of town, so follow the Google Calendar to know when the next discussion is. You should plan to bring your laptop or copies of your papers to this time, because Mark will want to discuss specific things you wrote.
- On most **Fridays** from **9:30-10:30am**, all the interns will receive **training in biblical counseling from Deepak Reju**.
- Most **Saturdays**, you are free to rest. However, it is possible there may be a few Saturdays during the semester you will be expected to attend seminars and training events that take place at the church. These sorts of events usually go from 9am-12pm. Listen at staff meeting to find out when these will take place. One, an evangelism training event is already in your calendar for January 29.
- Each **Sunday** morning, all Core Seminar teachers meet for prayer at **9:00am** in the Room 3 of the church basement. You are expected to attend and to be there *before* 9:00am.
- On **Sunday** nights, you are expected to attend the service review from **9:00–10:30pm** in Mark's study. If Mark is away, Bobby will usually host this meeting at his house instead.
- You also have the option of attending one Saturday mid-day meeting with Mark to go over the application grid for the next day's sermon. If you are interested in this meeting, you should seek out Mark the week before to coordinate. We encourage you to pursue this opportunity early in the semester as these lunches often fill up ahead of time.
- Whenever Bobby Jamieson preaches, during the week prior to the sermon he will hold an optional meeting with you for an hour and a half to get your input on application. Please see the google calendar for the time of each session. Beforehand, you'll prepare a homiletical outline and suggestions on how to apply the text. For help with the latter, you can see Mark's application grid on the 9Marks website, or ask Bobby for his own, complementary tool.
- Please be at **each service fifteen minutes early** to greet visitors and be available for any last-minute needs. This is an important opportunity to meet people attending the services of CHBC. Please also stay after the services for at least fifteen minutes to talk to members and attenders. You will be assigned to a door to greet visitors after the Sunday morning service.
- Much of your time is not scheduled. Please be proactive in filling it. When you do not have an official meeting to attend, you should be focusing on getting your reading done and writing an excellent paper.
- You are expected to attend all of the **elders' meetings** (twice a month on Thursday evenings) and **members' meetings** (after the evening service on the third Sunday of the odd numbered months). These meetings are scheduled for you in your google calendar.
- You are expected to attend **two weddings**, along with their respective wedding rehearsals, and any **funerals** that occur. These will be scheduled for you on the Google Calendar.

Your Intern Class: To facilitate getting to know one another, here is the basic information on your class:

Name	E-mail	Phone	Family Info
Alex Bloomfield	Alexbloomfield27@gmail.com	██████████	██████████
Nick Moonis	Nickmoon159@gmail.com	██████████	██████████
Troy Maragos	troymaragos@gmail.com	██████████	██████████
John Flores	johnhflores@gmail.com	██████████	██████████
Alex Chen	Alex.chen@campusoutreach.com	██████████	██████████
Taylor Hartley	Taylorhartley71@gmail.com	██████████	██████████
Joseph Thigpen	josephlthigpen@gmail.com	██████████	██████████
Paul Tamras	ptamras@gmail.com	██████████	██████████

Meetings/Orientations:

- **Thursday, January 13 (11:30 to 3:00pm or later):** Welcome dinner in the Fellowship Hall of the church for all interns and your wives. Childcare will be provided at your home – *see attached baby-sitting page and confirm with your assigned baby-sitter.* During this time, Mark will conduct membership interviews with each intern.
- **Wednesday, January 19: (10:00-11:30am):** Administration Orientation with Jamie Dunlop
- **Wednesday, January 26: (2:00pm-3:00pm):** Missions Orientation with Riley Barnes
- **Wednesday, February 2: (10:00am – 11:00am):** 9Marks Orientation with Ryan Townsend
- **Wednesday, February 9: (10:00am – 11:00am):** Business for Missions Orientation with Sam Lam
- **(Tentatively) Wednesday, February 16: (10:00-11:00am):** Campus Outreach Orientation with Paul Billings
- **(Tentatively) Wednesday, March 9 (10:00 - 11:00am):** Meeting with Connie Dever on *How to care for your wife in ministry.*

- **(Tentatively) Wednesday, March 23 (10:00am – 11:00am):** Praise Factory orientation with Connie Dever.
- **Wednesday, April 27 (10:00am – 11:00am):** Youth and Family Ministry Orientation with Deepak Reju and Charles Hedman.
- On Sunday morning, **February 21**, you will all get to visit various churches in the area that CHBC has either revitalized, planted, or partnered with. You should bring your family along if applicable, go ready to learn, and to report back to us what your experience was like. Here are your assigned churches. **Please contact the pastor of the church so that he knows you are coming.** His contact info is included below. You should work out your own transportation to the church (talk with Jonathan if you need help borrowing a car) and figure out what time to get there. Please attend Sunday school in addition to the main morning service if the church has it.
 - Moonis: New Covenant Baptist Church, Meeting at CHBC
 - Thigpen: Temple Hills Baptist Church, Marlow Heights, MD
 - Tamras: Sterling Park Baptist Church, Sterling, VA
 - Maragos: First Baptist Church of Upper Marlboro, Upper Marlboro, MD
 - Bloomfield: Anacostia River Church, Washington, DC
 - Chen: Arlington Baptist Church, Arlington, VA
 - Hartley: Del Ray Baptist Church, Alexandria, VA
 - Flores: Cheverly Baptist Church, Cheverly, MD

Reading, Study, and Papers

- You are expected to read all pages assigned. “Read” means read every word, including footnotes or endnotes, and thoughtfully engage with the written material—not skim.
- Each **Monday and Tuesday, Thursday and Friday after 8:30am but before 5:00pm**, you must hand in papers on your assigned reading to Mark Dever’s study (based on your reading schedule, attached). However, when Mark is out of town please place your papers in Mark’s mailbox on the day they are due. **Late papers are not accepted.** While you are encouraged to work ahead (especially before the Weekender and trip), you should mainly work ahead on “stand alone” assignments such as whole books. The papers on smaller sections of the “main” books should be completed in sequence, the week they are assigned. If you work ahead, you must wait until the paper’s actual due date to turn it in.
- **Formatting papers:** In the upper right hand corner of the first page, include your name, date, book title, pages read (if the whole book, write “whole book”), and the page number. By “pages read,” we mean you should honestly indicate which pages you actually read, though our expectation is that you will complete each assignment. On subsequent pages, include only the page number in the upper right corner as a heading. When referencing the author of your assigned reading, always cite the page number, and use in-text parenthetical citations. Please do not add footnotes or endnotes to your papers, as these assignments are not intended to be research-oriented. Please use double-spaced 12 point font, and omit cover pages.

Here is an example first-page heading:

Jonathan Keisling

11/28/2012

Jonathan Leeman, *The Church and the Surprising Offense of God's Love*

Pages Read: 195-227

1

- **Content:** For all papers, the first paragraph should be a summary of the reading. The next few pages should be a critical interaction with the reading. “Critical” doesn’t necessarily mean negative – you should evaluate the ideas in the reading based on scripture, theology and your own church experience.
- **Key Focus:** *Use the readings as a prompt for you to engage with the key biblical texts on ecclesiology.* It is fine for you to interact with the author’s view on one or two biblical passages in your paper and to not comment on other main ideas the author presents – after all, most of your papers are only 2-3 pages. Some interns have made it to the end of the semester and realized that they did not engage in sustained personal study on key biblical texts. Since only one of the papers is explicitly focused on exegesis, you will need to study the scriptures constantly and use your papers as a platform for applying these textual studies.
- Generally, your papers should explore the doctrine of the church (and key sub-topics within ecclesiology) from a personal perspective. While you will not get to cover each of the following areas in every paper, you should make sure over the course of your internship to discuss thoroughly the 1) **biblical foundations** of ecclesiology (see bullet point above); 2) **theological categories** of ecclesiology: make sure you understand how to define and defend the doctrines of church membership, church discipline, expositional preaching, congregationalism, worship, the ordinances, etc.; 3) **historical examples** of baptistic ecclesiology: how have previous generations understood and applied these ideas? And 4) **practical application** of ecclesiology: discuss how you see CHBC applying these ideas, how your previous church(es) applied them, and how you envision applying them in your future ministry.
- Since your papers are to be personal reflections on the books, it is not only permissible but recommended to write often in the first person “I.”

- *Here is a **negative example**:*

“Leeman argues that since God’s love is particularly aimed at his church, the church should be a community with boundaries (198). He goes on to say that this means a strong view of church membership.”

Don’t write like this! This excerpt reads like a book review. It doesn’t engage with Leeman’s argument, but only summarizes and describes it. While this is OK at the very beginning of an assignment, the rest of the paragraphs in your paper shouldn’t read like this.

- *Here is a **positive example** of how to write:*

“I see at CHBC an application of Leeman’s argument that the church should be a community with boundaries (198). God’s love is particular, Leeman writes, and the elders here flesh that out by making it harder to join CHBC than my previous church in Missouri. Leeman’s argument is persuasive because he appeals to John 15. When I’ve taught people on church membership in the past, I’ve always made it seem like

just something you have to do. In the future, I'll use John 15 like Leeman does, because it helpfully makes the point that love and obedience to authority go together.”

The following is a breakdown of the internship papers by length/content. For a breakdown of the papers by date, see the attached reading schedule.

- **Short papers (1-2 pages)**

- Mark Dever, *What Is a Healthy Church?*
- Summarize your assigned section of *Center Church* by Tim Keller. 1 page paper – no critique/interaction, just provide a summary of Keller’s arguments in your assigned section:
 - Bloomfield, pp. 13-52
 - Chen, pp. 54-83
 - Moonis, pp. 85-132
 - Tamras, pp. 135-180
 - Maragos, pp. 181-243
 - Thigpen, pp. 251-289
 - Flores, pp.291-335
 - Hartley, pp. 337-382
- Jonathan Leeman, Review of *Center Church* by Tim Keller (1 page paper)

- **Standard Papers (2-3 pages)**

- Exegetical Paper on Matthew 16 and 18: Based on a close reading of Matthew 16:13-20 and Matthew 18:15-20, answer the following questions (you can use these as section divisions for your paper): 1) What are the keys of the kingdom of heaven? 2) To whom are the keys given? 3) What does it mean to bind and loose, and what is the connection between something being bound on earth and being bound in heaven? 4) What is the relationship between these two passages? You should answer these questions based on your own exegetical study, without consulting commentaries. You will continue to study these texts throughout the semester, so feel no pressure to come to a definitive conclusion on these questions. Rather, this assignment is meant to get you familiar with these verses and prompt you to make an initial attempt at understanding the concept of the “keys” in Jesus’ teaching.
- Mark Dever, *Understanding Church Leadership*
- Mark Dever, *Nine Marks of a Healthy Church* (Intro) – Lumped into a *Reformation of the Church* reading
- Bobby Jamieson, *The Path to Being a Pastor*
- Read the following 3 articles and write an interactive response: Bobby Jamieson’s paper, “Why New Testament Polity Is Prescriptive;” Jonathan Leeman, “Why Polity?” chapter from *Baptist Foundations*; and Bockmuehl, “Is there a New Testament Polity”
- Michael Haykin, “Some Historical Roots of Congregationalism”, chapter 1 in *Baptist Foundations*.
- Iain Murray (ed.), *Reformation of the Church (broken into sections)*
- Charles Bridges, *The Christian Ministry (broken into sections)*
- Jonathan Leeman, *The Rule of Love*
- Mark Dever (ed.), *Polity (broken into sections)*
- Mark Dever, sections of *How to Build a Healthy Church*
- Mark Dever, *Discipling*; Colin Marshall & Tony Payne, *The Trellis And the Vine* (chaps. 1, 2, 9, and 10)

- Jamie Dunlop and Mark Dever, *Compelling Community*
- Jamie Dunlop, *Budgeting for a Healthy Church*
- Jonathan Leeman, *Church Discipline*
- Jonathan Leeman, *One Assembly*, with Gregg Allison, *Sojourners and Strangers*, pp. 310-317, and J.D. Greear's blog posts on multi-site
- Jonathan Leeman, *Don't Fire Your Church Members (broken into halves)*
 - Dunlop's Memo on Congregational Voting with Paper 2
- Jeramie Rinne, *Church Elders*
- Andy Naselli and J.D. Crowley, *Conscience*
- Pastoral Tone Paper: Read your assigned book (Sibbes: Moonis, Tamras, and Thigpen; Ortlund: Flores, Hartley, and Maragos; Beeke: Chen and Bloomfield), and watch Nick Roark's talk on pastoral tone (see link in Google Calendar). Write a one paragraph summary of the book and Nick's talk, and then reflect.
- **Complementarianism Paper (2-3pp)** - DeYoung, *Men and Women in the Church*: Read DeYoung and reflect on relevant texts from Scripture. From this reflection answer the following questions: 1) What are key elements of a biblical theology and practice of gender, especially as it applies to the local church? 2) What contemporary assumptions and practices related to gender create challenges for the life of the local church? 3) How should biblical ecclesiology inform our response to these challenges? (For instance: What should women's role in the church's corporate gatherings involve? Would it be wise for a church to hire a woman to facilitate women's discipleship?)
- **Medium Papers (3-5 pages):** Unless otherwise noted, please prepare a 3-5 page double spaced interactive paper on the following topics:
 - **STARTING PAPER:** Write a paper at the start of your internship that answers the following: What do I expect to learn in my internship? The paper should be 3 pages in length and is due at 5:00 p.m. on **Monday, January 10**. Since this Monday will be full of orientation meetings, **make sure to start working on this paper the previous Saturday**.
 - Biblical Theology Paper (5 pages): Read your assigned book: (Paul and Joseph : Vaughan Roberts, *God's Big Picture*; Taylor, Nick, and Troy: Michael Lawrence, *Biblical Theology in the Life of the Church*; Bloomfield, Chen, and John: Goldsworthy, *Gospel and Kingdom*). Summarize the book in your first paragraph, then spend the rest of the paper interacting with the importance of biblical theology for the life of the local church.
 - Preaching Paper: Read your assigned book and write a 5-page reflection on the role of expositional preaching in the local church. (Maragos and Moonis: Helm, *Expositional Preaching*; Tamras and Thigpen: Leeman, *Word-Centered Church*; Bloomfield, Chen, Hartley, and Flores: Dever, *Preach*.)
 - Marriage Paper: Read the articles below in the order listed and reflect on the relevant texts from Scripture. Write 1 page interacting with Bobby's "Questions on Marriage" article. Then, based upon the last three papers, write 2-3 pages clarifying your own position on divorce and remarriage, and defend it in light of these readings. Both sections will be turned in as one paper.

- Naselli, “What the New Testament Teaches about Divorce and Remarriage”
 - Jamieson, “Covenant-Breaking as Biblical Grounds for Divorce”
 - Jamieson, Short Memo to the Elders

- Prosperity Gospel Paper (3-5 pages): Read the following book (or watch the DVD). For the paper (due May 16), summarize the book in your first paragraph and then engage with its arguments for most of the rest of the assignment. Also read and briefly comment on Sean DeMars’ article, “A ‘Gospel’ that Almost Killed Me” and Kate Bowler’s article, “Death, the Prosperity Gospel and Me.”
 - Bloomfield, Adeleye, *Preachers of a Different Gospel*
 - Chen, Compston, *God or Mammon?*
 - Flores, Hinn, *God, Greed, and the Prosperity Gospel*
 - Hartley, Jones and Woodbridge, *Health, Wealth, and Happiness*
 - Maragos, Masters, *The Healing Epidemic*
 - Moonis, Mitchem, *Name it and Claim It?*
 - Tamras, Musyimi, *A Counterfeit Gospel*
 - Thigpen, Voskuil, *Mountains into Goldmines*

- Andy Johnson, Missions and DMM book assignment (below). Compare and contrast these two works and their approaches to missions. Read Massey, “Wrinkling Time in the Missionary Task,” Coker, “A Strange Sort of Orthodoxy,” and Southgate Affirmations and Denials. Also read and comment on Bobby Jamieson’s review of Revival and Revivalism, and listen to and comment on Mark’s “Endurance Needed” talk from T4G 2016.
 - Bloomfield, Addison, *The Rise and Fall of Movements*
 - Chen, Bennett, *The Sinner’s Prayer* and *The Altar Call*
 - Flores, Carlton, *Strategy Coordinator*
 - Hartley, Dent, *The Ongoing Role of Apostles in Missions*
 - Maragos, Finney, *Lectures on Revival in Religion* (READ AHEAD)
 - Moonis, Garrison, *Church Planting Movements*
 - Tamras, Shipman, *Any 3*
 - Thigpen, Watson and Watson, *Contagious Disciple Making*

- Selected book on politics and religion. Bloomfield, Chen, Flores, and Hartley: *Good and Bad Ways to Think about Religion and Politics*. Moonis, Maragos, Tamras, and Thigpen: Jonathan Leeman, *How the Nations Rage*.

- Race Paper: Read the book assigned below; also read Francis Grimke’s 3 sermons on “Christianity and Race Prejudice” and the Influenza, and Walter Strickland’s Article, “Racial Tension, the Baptist Tradition, and Christian Unity.” Also please listen to the episode of the “United? We Pray” podcast which features an interview with Michael Emerson. International interns can substitute a different book for *Divided by Faith* – speak to Jonathan Keisling about finding a book that may address a similar issue for your home culture.
 - Bloomfield, Adams, *Speaking of Race*
 - Chen, Baucham, *Fault Lines*

- Flores, Douglass, *Narrative of the Life of an American Slave*
 - Hartley, Linne, *Finding My Father*
 - Maragos, Linne, *The New Reformation*
 - Moonis, Robinson, *The Warmth of Other Suns* (READ AHEAD)
 - Tamras, Strickland and Hartman, *For God So Loved the World*
 - Thigpen, Williams, *Confronting Injustice without Compromising Truth*
- Mark Dever, *The Church: The Gospel Made Visible*
 - Having read this book before the internship begins, you will read and write a paper on it again at the conclusion of the internship to track how your thinking on ecclesiology has developed throughout the semester.
 - Iain Murray, *Evangelicalism Divided*; plus two articles and a video: Dever's "Where'd All These Calvinists Come From?" and Iain Murray's review of Together for the Gospel, and Dever's 2020 T4G address, "The Account You Shall Give" (5 page paper)
- **Special Papers**
 - **EVANGELISM PAPER:** Prepare a 5-page double spaced summary and analysis of the following books (read in the order listed). Make sure you focus not just on personal evangelism but on the role of evangelism in the local church and the pastor's role in fostering a culture of evangelism.
 - Iain Murray, "Baptists in Transition", ch 12 from *Revival and Revivalism*
 - Michael Lawrence, *Conversion*
 - J. I. Packer, *Evangelism and the Sovereignty of God*
 - Mack Stiles, *Evangelism*
 - Mark Dever, *The Gospel and Personal Evangelism*
 - Mark Dever, "Evangelistic Expository Preaching," Chapter 6 in *Give Praise to God* (Eds., Ryken, Thomas, and Duncan)
 - **MEMBERSHIP PAPER:** Prepare a 5-page double spaced summary and analysis of the following books (read in the order listed).
 - Jonathan Leeman, *Church Membership*
 - Mark Dever's chapter, "Regaining Meaningful Church Membership" in *Restoring Integrity in Baptist Churches*
 - Jonathan Leeman, *Understanding the Congregation's Authority*
 - Mark Dever, *How to Build a Healthy Church* (only pages 73-92)

This should be a practical reflection on the topic of church membership. Think through how membership should be defined, lived out, and argued for (biblically) in a local church. Include some discussion on the relationship between baptism, membership and the Lord's Supper.
 - **BAPTISM PAPER #1:** Prepare a 5- page double spaced paper on the following. You should read the books in this order:
 - Warfield, "The Polemics of Infant Baptism"
 - Pratt, "Infant Baptism in the New Covenant"

- Tombes, *A Short Catechism about Baptism*
- Bobby Jamieson, *Understanding Baptism* chapters 1-3
- Tom Schreiner and Shawn Wright, *Believers' Baptism* (of which you are to read only the introduction and chapters 3, 4, and 7)

Summarize all the readings in one brief opening paragraph. Then, your paper should discuss the meaning and proper subjects of baptism, its practice in the NT, and its relationship to circumcision in the OT. Make sure to summarize the arguments for infant baptism and to use biblical and theological reasoning to evaluate these arguments.

- **BAPTISM PAPER #2:** Prepare a 5- page double spaced paper on the following. You should read the books in this order:
 - Bobby Jamieson, *Going Public*
 - Tom Schreiner and Shawn Wright, *Believers' Baptism*, chapter 10 only
 - CHBC Elders (2004), *The Baptism of Children at CHBC*
 - Jonathan Leeman, Memo RE: Age of Baptism
 - Morell, "Does the Book of Acts Teach Spontaneous Baptisms?"
 - Morell, "Baptists and Baptism (Reflections from the Annals)"
 - Bobby Jamieson, *Understanding the Lord's Supper*
 - Elevation Church, "Guide to Spontaneous Baptisms" (article)

Summarize all the readings in one brief opening paragraph. Then, your paper should discuss the relationship of baptism to church membership, whether it is really necessary to adopt a specific position on baptism in the context of a local church, and whether it is appropriate to delay baptism due to the young age of the candidate. Spend at least a paragraph discussing the meaning of the Lord's Supper and the relationship between baptism and the Lord's Supper. Finally, at the end of your paper, please write 1 whole page discussing the topic of spontaneous baptism (that is, baptism that is offered at a worship service for anyone who wishes to be baptized at that very moment): is spontaneous baptism warranted exegetically, theologically, and pastorally? What are the best arguments for this practice, and do you agree or disagree, and why?

- **WORSHIP PAPER:** Prepare a 5 page double spaced paper on the following. You should read the books in this order:
 - Ligon Duncan, *Give Praise to God* (only chapters 1 & 2)
 - Jonathan Gibson, *Reformation Worship* (chapters 1-3)
 - Matt Merker, *Worship*
 - Carl Trueman's article, "What Do Miserable Christians Sing?"

Summarize all the readings in one brief opening paragraph. Then, your paper should discuss 1) The nature of worship, 2) the theological foundation for the regulative principle, and 3) the application of the regulative principle in the context of the local church.

- **MISSION OF THE CHURCH PAPER:** Prepare a 5 page double spaced paper on the following. You should read the assignments in this order:
 - Gilbert and DeYoung, *What is the Mission of the Church*, chapters 2-3 & 8-9

- *4 Views on the Mission of the Church* – chapters by Jonathan Leeman and Christopher Wright, including responses to those chapters
- Ed Stetzer, Review of *What Is the Mission of the Church?*
- DeYoung and Gilbert, Response to Stetzer’s Review
- Jamie Dunlop, “A Regulated Free-Market Approach to Mercy Ministry”
- John Piper, “Missions: Rescuing from Hell and Renewing the World”

Summarize all the readings in one opening paragraph. Then, your paper should evaluate the approaches to the mission of the church taken by DeYoung/Gilbert, Leeman, and Wright, and discuss how you wish to approach this question as a pastor or church leader. In other words, how will you lead your future church to understand its mission? Also comment on the role of mercy ministry in the local church.

- **Extra Books #1 & #2:** For each of these papers, prepare a 5-page double spaced summary and analysis of the books assigned below. For book #2, at the relevant intern discussion, you should come prepared to pretend to be the author of the book. As its “author,” you will present the book’s main argument as well as any important quotes, and you will dialogue with the other “authors” present (each intern is representing a different author and book).
 - **Extra Book #1 (Due April 8)**
 - Alex Bloomfield, Murnion, *Church Authority in American Culture*
 - Alex Chen, Doyle, *Communion Ecclesiology*
 - John Flores, Healy, *Church, World and the Christian Life*
 - Taylor Hartley, Phan, *The Gift of the Church*
 - Troy Maragos, Gaillardetz, *Ecclesiology for a Global Church*
 - Nick Moonis, Vondey, *People of Bread*
 - Paul Tamras, Omerod, *Re-Visioning the Church*
 - Joseph Thigpen, Geisler and Betancourt, *Is Rome the True Church?*
 - **Extra Book #2 (Due May 17)**
 - Alex Bloomfield, Jones, *Why Bother with Church?*
 - Alex Chen, Kreider, *House Church Networks*
 - John Flores, McKinley, *Church Planting is for Wimps*
 - Taylor Hartley, Rainer, *Who Moved My Pulpit?*
 - Troy Maragos, Davis, *Revitalize*
 - Nick Moonis, Ferguson and O’Connell, *Together*
 - Paul Tamras, Taylor, *The Thriving Church*
 - Joseph Thigpen, Hanson and Leeman, *Rediscover Church*
- **PAPERS:** Due at least **48 hours prior to your final evaluation meeting with Mark**, please turn in two papers to him. Paper #1 is to be an **assessment of CHBC**. What do you see here? What do you see working well? Where do see improvement that could be made? At least one paragraph should focus on the function and work of the elders. Paper #2 should be an **evaluation of your internship experience**. In this paper, you should look back at your starting paper where you articulated what you hoped to learn and accomplish during the internship, and evaluate your experience based on those initial expectations. This paper is not an evaluation of the internship itself, but of your experience during the internship: what did you learn? How did you grow? Know that the other elders will get copies of both papers. Papers should be 3–5 pages each. These papers will be discussed at your final evaluation with Mark.

- **Legacy Paper:** The final piece you will write is a 1-page single-spaced letter to an incoming intern. This letter should be completed and placed in the mail box of Jonathan Keisling by May 28. Please also email a copy of the letter to Jonathan.Keisling@Capbap.org.
- **Resignation Letter:** The very last thing you should plan to write as an intern is a letter resigning your membership from Capitol Hill Baptist Church, unless you decide to continue living in DC after the internship. This letter should indicate the name of the congregation where you will become a member after you move away from DC. Feel free to include any expressions of thanks and encouragement for the congregation as well. You should email this letter to Jacob Hargrave on the last day of the internship and give him a printed copy as well.
- **Final Evaluation:** A final evaluation meeting with Mark will be scheduled at the end of May. This will consist of: (1) reviewing your final papers, and (2) discussing your experience in the internship.

Teaching Ministry

We intend your time here to be mainly spent observing the church. You may have other opportunities for teaching and speaking. Examples of this are: intern outreach events, men's small group Bible study, area student ministry events. The pastors will advise of opportunities as they occur.

Moving Out

At the conclusion of your internship, you will be expected to follow a "move out instructions" sheet. It is your role to leave your church-owned housing clean and tidy. Finally, on whatever day that you tell Chris Herndon that you plan to move out, make sure that all of your belongings are out of the apartment by 5:30pm that day. Chris often needs to plan ahead in detail in order to get the apartment ready for the next tenants, and wrong information makes it much harder for him to plan. Please plan ahead to make sure you have enough time to steward this responsibility well.

No Dating Policy

We request that single interns do not pursue any dating relationships during the five months of your internship. We maintain this policy for two reasons. First, we want to help you avoid distraction. The internship is a unique season of your life and you will get the most out of it if you apply yourself to your duties as an intern with unique focus. We want you to immerse yourself in the internship and in the life of this church as a member, free from the mental energy involved in thinking about choosing a woman to pursue for courtship. Second, we wish to protect the women of our church. It is discouraging to some women if they feel they are constantly being evaluated by interns as a possible date. The internship is a stewardship of our entire congregation, and we do not want the church to perceive that each semester a new crop of interns arrive ostensibly to study ecclesiology but end up spending their time dating several women. Practically, this means that if you meet a woman that you desire to date, you need to wait until after the program ends to begin getting to know her. The one exception to this policy is if you are already seriously dating a woman (whether a member of CHBC or not) for some time before the internship begins, you may continue in that dating relationship as long as it does not interfere with your ability to serve as an intern in any way. Exodus 21:3 – "If he comes in single, he shall go out single".

Office Hours Dress Code

Please maintain a dress similar to the staff. This will typically consist of nice pants and a collared shirt or sweater. Jeans are fine as long as they are not ripped.

This information is not all that you need to know, but it's a start. It is our prayer that through your time here, you will be better equipped to follow Paul's command to Timothy:

“You then, my son, be strong in the grace that is in Christ Jesus. And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.”

(2 Timothy 2:1-2)

Reading Schedule

Capitol Hill Baptist Church Pastoral Internship Schedule					
"%" indicates two papers due on the same day				Last Updated: 2/11/2022	
Assignment (**** indicates longest reading in that book)	Specific Pages Read	Paper Length	Date Paper Due	Date of Discussion	
1)					
1 Welch, When People are Big and God is Small	Book	5pp	17-Dec-22	13-Jan-22	
2 Mahaney, Humility	Book	5pp	17-Dec-22	13-Jan-22	
3 Church History Paper	(see below)	5pp	31-Dec-22	13-Jan-22	
- Reeves, The Unquenchable Flame	Book				
- George, Theology of the Reformers	Book				
- Balsarak, Calvinism: A Very Short Introduction	Book				
4 Dever, The Church: The Gospel Made Visible	Book	2-3pp	31-Dec-22	13-Jan-22	
5 Starting Paper	N/A	3pp	Monday, January 10	13-Jan-22	
6 Dever, What Is a Healthy Church?	Book	1-2pp	Tuesday, January 11	13-Jan-22	
2)					
7 Biblical Theology Paper: Paul and Joseph: Roberts Bloomfield, Chen, and Flores: Goldsworthy Hartley, Moonis, and Maragos: Lawrence	Assigned Book	5pp	Thursday, January 13	20-Jan-22	
8 Haykin, "Some Historical Roots of Congregationalism" (ch. 1 in <i>Baptist Foundations</i>)	Chapter	2-3pp	Friday, January 14	20-Jan-22	
9 Jamieson, The Path to Being a Pastor	Book	2-3pp	Monday, January 17	20-Jan-22	
10 Exegetical Paper on Matthew 16 and 18	N/A	2-3pp	Tuesday, January 18	20-Jan-22	
3)					
11 Preaching Paper: Maragos and Moonis: Helm, Expository Preaching <i>Tamrasand Thigpen: Leeman, Word-Centered Church Bloomfield, Chen, Flores and Hartley: Dever, Preach</i>	Assigned Book	5pp	Thursday, January 20	27-Jan-22	
12 Bridges, Christian Ministry	pp. x-xii, 1-67	2-3pp	Friday, January 21	27-Jan-22	
13 Jamieson, Why NT Polity Is Prescriptive; Leeman, "Why Polity," Baptist Foundations; Bockmuehl, "Is there a New Testament Polity?"	Article and Chapters	2-3pp	Monday, January 24	27-Jan-22	
14 Dever, Polity - Benjamin Keach First, read Jamieson's "A Guided Tour of Polity" - but write your paper on Keach	pp. 57-91	2-3pp	Tuesday, January 25	27-Jan-22	
4)					
15 Murray, Reformation of the Church (The Nature of the Church) Dever, Nine Marks of a Healthy Church - Intro	pp. vii-12 Intro	2-3pp	Thursday, January 27	3-Feb-22	
16 Dever, Understanding Church Leadership	Book	2-3pp	Friday, January 28	3-Feb-22	
17 Dever, Discipling And Marshall & Payne, The Trellis And the Vine, select chapters	Book Chaps 1, 2, 9, 10	2-3pp	Monday, January 31	3-Feb-22	
18 Dever, How to Build a Healthy Church	pp. 23-72, 129-152, 173-269	2-3pp	Tuesday, February 1	3-Feb-22	
5)					
19 Baptism Paper #1 (Meaning & Proper Subjects of Baptism) (Read in the following order: - Warfield, "The Polemics of Infant Baptism" - Pratt, "Infant Baptism in the New Covenant" - Tombes, A Short Catechism about Baptism - Schreiner and Wright, Believers' Baptism - Jamieson, Understanding Baptism	(See below) Chapter Chapter Article - Intro, chs. 3,4,7 Chapters 1-3	5pp	Monday, February 7	10-Feb-22	
20 Marriage Paper Naselli, "What the New Testament Teaches about Divorce and Remarriage" Jamieson, "Covenant-Breaking as Biblical Grounds for Divorce" Jamieson, Short Memo	Paper	2-3pp	Tuesday, February 8	10-Feb-22	
6)					
21 Membership Paper (Read in the following order: - Leeman, Church Membership - Dever, "Regaining Meaningful Church Membership," in Restoring Integrity in Baptist Churches - Leeman, Understanding the Congregation's Authority - Dever, How to Build a Healthy Church	(See below) Book chapter Book pp. 73-92	5pp	Friday, February 11	17-Feb-22	
22 Dunlop, Budgeting for a Healthy Church	Book	2-3pp	Monday, February 14	17-Feb-22	
23 Murray, Reformation of the Church (The Rule for Reformation)	pp. 13-22, 43-72	2-3pp	Tuesday, February 15	17-Feb-22	
7)					
24 Naselli, Conscience	Book	2-3pp	Thursday, February 17	24-Feb-22	
25 Bridges, Christian Ministry	pp. 68-102	2-3pp	Friday, February 18	24-Feb-22	
26 Leeman, The Rule of Love	Book	2-3pp	Monday, February 21	24-Feb-22	
27 Murray, Reformation of the Church	pp. 73-99, 151-179, 307-316	2-3pp	Tuesday, February 22	24-Feb-22	
8)					
28 Baptism Paper #2 (Relationship to Membership & Lord's Supper) (Read in this order: - Jamieson, Going Public - Schreiner and Wright, Believers' Baptism - CHBC Elders (2004), The Baptism of Children at CHBC - Leeman, Memo to CBC Elders on Baptism of Children - Morell, "Does the Book of Acts Teach Spontaneous Baptisms?" - Morell, Article on Baptismal Ages - Jamieson, Understanding the Lord's Supper - Guide to Spontaneous Baptisms from Elevation Church	(See below) Book Ch. 10 article article article Book Book Article	5pp	Tuesday, March 1		
29 Evangelism Paper (Read in the following order: - Murray, "Baptists in Transition" from <i>Revival and Revivalism</i> (ch 12) - Lawrence, Conversion - Packer, J.I., Evangelism and the Sovereignty of God - Stiles, Evangelism - Dever, The Gospel and Personal Evangelism - Dever, "Evangelistic Expository Preaching" in <i>Give Praise to God</i> book	(See below) Chapter Book Book Book Book Chapter	5pp	Monday, March 7	17-Mar-22	
30 Worship Paper - Duncan, Give Praise to God - Reformation Worship, chapters 1-3 - Trueman, "What do Miserable Christians Sing" [Fri] [Write paper on Monday] - Merker, Corporate Worship	(See below) Chapter 1 & 2 Chapters 1-3 Article Whole Book	5pp	Friday, March 11	17-Mar-22	
31 Dever & Dunlop, Compelling Community	Book	2-3pp	Tuesday, March 15	17-Mar-22	
9)					
32 Murray, Reformation of the Church	pp. 181-248, 356-372	2-3pp	Monday, March 21	24-Mar-22	
33 Dever, Polity - Benjamin Griffith	pp. 93-112	2-3pp	Tuesday, March 22	24-Mar-22	

10)					31-Mar-22
34	Dever, Polity - Charleston Association	pp. 113-133	2-3pp	Thursday, March 24	31-Mar-22
35	Bridges, Christian Ministry	pp. 103-183	2-3pp	Friday, March 25	31-Mar-22
36	Pastoral Tone Paper See calendar for book assignment - Nick Roark Talk, "Let Gentleness Pervade Your Ministry"	Assigned Book	2-3pp	Tuesday, March 29	31-Mar-22
11)					7-Apr-22
37	Dever, Polity - J.L. Reynolds	pp. 293-404	2-3pp	Thursday, March 31	7-Apr-21
38	Bridges, Christian Ministry	pp. 184-283	2-3pp	Friday, April 1	7-Apr-21
39	Leeman, Don't Fire Your Church Members	Preface, ch2, ch3	2-3pp	Tuesday, April 5	7-Apr-21
12)					14-Apr-22
40	Extra Book #1 (5 pages) - See Calendar	Book	5pp	Friday, April 8	14-Apr-22
41	Dever, Polity - Eleazar Savage	pp. 477-523	2-3pp	Monday, April 11	14-Apr-22
42	Leeman, Church Discipline	Book	2-3pp	Tuesday, April 12	14-Apr-22
13)					28-Apr-22
43	Andy Johnson, Missions	Book	3-5pp	Friday, April 15	28-Apr-22
	Assigned book on Disciple-Making Movements	Book			
	Also read Massey, "Wrinkling Time in the Missionary Task"	Article			
	Also read Coker, "A Strange Sort of Orthodoxy"	Article			
	Also read Southgate Affirmations and Denials	Article			
	Also read Bobby Jamieson's review of Murray, <i>Revival and Revivalism</i>	Article			
	Also watch Mark's talk, "Endurance Needed," from T4G 2016	Video of Message			
44	Leeman, Don't Fire Your Church Members	Chs. 4-Appendix 2	2-3pp	Friday, April 22	28-Apr-22
	Also read Jamie Dunlop's memo on congregational voting	Memo			
45	DeYoung, Men and Women in the Church	Book	2-3pp	Monday, April 25	28-Apr-22
14)					Weekender
12-May-22					
46	Mission of the Church Paper (Read in the following order: - DeYoung and Gilbert, <i>What Is the Mission of the Church?</i> - <i>Four Views on the Church's Mission</i> -- Chaps by Leeman & Wright including responses by all authors to those 2 chapters only - Stetzer, Review of <i>What Is the Mission of the Church?</i> - DeYoung and Gilbert, Response to Stetzer's Review - Jamie Dunlop, "A Regulated Free-Market Approach to Mercy Ministry" - Piper, "Missions: Rescuing from Hell and Renewing the World"	(See below) Chapters 2-3, 8-9 Chapters & responses Article Article Article	5pp	Thursday, April 28	12-May-22
47	Bridges, Christian Ministry	pp. 284-383	2-3pp	Friday, April 29	12-May-22
48	Jeramie Rinne, Church Elders	Book	2-3pp	Monday, May 2	12-May-22
49	Leeman, One Assembly Also Gregg Allison, <i>Sojourners & Strangers</i> , pp. 310-317 Also JD Greear's series of blog posts defending multi-site	Book Pp. 310-317 Printed out blog posts	2-3pp	Friday, May 6	12-May-22
50	% Summary page on your assigned section of Tim Keller, <i>Center Church</i>	Assigned Section	1p	Tuesday, May 10	12-May-22
51	% Leeman, Review of "Center Church"	Article	1p	Tuesday, May 10	12-May-22
15)					19-May-22
52	Prosperity Gospel Paper Also Sean DeMars' article, "A Gospel that Almost Killed Me" Also Kate Bowler's article, "Death, the Prosperity Gospel and Me"	Assigned Book Article Article	3-5pp	Monday, May 16	19-May-22
53	Extra Book #2 (5 pages) - See Calendar	Book	5pp	Tuesday, May 17	19-May-22
16)					26-May-22
54	Book on Politics and Religion Benne: <i>Bloomfield, Chen, Flores, and Hartley</i> ; Leeman: <i>Maragos, Moonis, Tamras, and Thigpen</i>	Assigned Book	3-5pp	Thursday, May 19	26-May-22
55	Race Paper (Non-Americans may substitute a different book - speak to Jonathan K.) Also read: 3 Sermons by Francis Grimke (1910), including "Some Reflections, Growing out of the Recent Epidemic..." Walter Strickland chapter Also listen to: Interview with Michael Emerson on "United? We Pray"	Book Sermons Chapter 3 Podcast	3-5pp	Monday, May 24	26-May-22
17)					Tuesday
31-May-22					
57	Murray, Evangelicalism Divided [LONG BOOK!!!] -- Also read and briefly comment on: Dever, "Where'd All These Calvinists Come From?" Murray, Review of Together for the Gospel Dever T4G 2020 address, "The Account You Shall Give"	Book Article Article Sermons	5pp	Friday, May 28	31-May-22
56	Dever, The Church: The Gospel Made Visible (second reading)	Book	3-5pp	Monday, May 30	31-May-22
<i>Final papers:</i>					
58	% Final Paper #1: Assessment of CHBC		3-5pp	48 hrs before meeting w/ MED	N/A
59	% Final Paper #2: Evaluation of Your Internship Experience		3-5pp	48 hrs before meeting w/ MED	N/A
60	% Letter to Next Intern at your Desk - Email AND Give paper copy to Jonathan Keisling		1p	Wednesday, December 15	N/A
61	% Resignation Letter - Email AND Give paper copy to Jacob Hargrave		1p	Wednesday, December 15	N/A

Preliminary Assignment Letter

Dear Spring 2022 Interns,

We're looking forward to having you as part of our Spring 2022 intern class! In the coming weeks, I'll send each of you a detailed letter regarding your church housing. But before you arrive, we have some assignments we'd like you to complete. We plan to send you the following books, either electronically or by mail. Please accept these as gifts from CHBC and use them to complete the assignments outlined below.

1. Ed Welch, *When People Are Big and God Is Small* – 5 page reflection paper due December 16.
2. C.J. Mahaney, *Humility*, Martyn Lloyd-Jones, “Blessed are the Meek” in *Studies on the Sermon on the Mount*, Carl Trueman, “An Unmessianic Sense of Nondestiny” – 5 page reflection paper due December 16.
3. Mark Dever, *The Church: The Gospel Made Visible* – 2-3 page reflection paper due December 30.
4. Michael Reeves, *The Unquenchable Flame*; Timothy George, *Theology of the Reformers*; and Jon Balsarak, *Calvinism: A Very Short Introduction* – 5 page paper due December 30.

THE ASSIGNMENTS EXPLAINED

Papers #1 and #2: Due by December 16 at 11:59pm eastern standard time, via email to internship@capbap.org

#1: Personal devotional reflection on Ed Welch, *When People are Big and God is Small*
#2: Personal devotional reflection on C.J. Mahaney, *Humility* (with Martyn Lloyd-Jones, “Blessed are the Meek” and Carl Trueman, “An Unmessianic Sense of Nondestiny”)

We would like you to read each book and then write two five-page papers, one for each book. In both papers, we ask that you reflect on the ideas and themes of the book as they pertain to your own life and ministry. In your paper on *Humility*, please also include some brief reflection on the chapter by Carl Trueman, which we've attached in PDF form.

Please note: **papers #1 and #2 are *not* academic papers or book reviews.** The purpose of this assignment isn't a critique of the books but a critique of your own heart. Therefore, unlike papers you may have written in college or seminary, you should frequently use the first person “I” as you write. In fact, you should refer to yourself more than you refer to the authors. Open up about your struggles. Honestly assess your own spiritual condition. Be specific, sharing concrete details from your life. Mark has read these books before; he wants to learn about *you* as he reads your papers. Generally, you should make sure to refer to your own heart and life in each paragraph of your paper. Rather than discussing the book's strengths and weaknesses, write instead about what the book taught you about *your own* strengths and weaknesses. You should indeed refer to the authors' arguments and points, but use them to identify issues in your own life. Again, the goal of each paper is to inform Mark Dever about your own spiritual condition.

We hope this exercise is spiritually fruitful for you. This assignment isn't complex, but it is essential, so please contact me if you have questions about how to write these papers. Please note that if you fail to engage in searching personal reflection and instead submit more of a book review, Mark may

ask you to re-write these assignments. If you are confused, or need help, feel free to send me the first few paragraphs of your paper by e-mail and I can let you know if you are on the right track.

Paper #3: Due by December 30, 2021 at 11:59pm eastern standard time, via email to internship@capbap.org

#3: Mark Dever, *The Church: The Gospel Made Visible*

Please read this volume and then write a 2-3 page personal reflection paper: Spend your first paragraph offering a brief (3-5 sentences) summary of the book. In the rest of your paper, take the themes of the book and use them to reflect on your current church and/or your past church experience. (For example, here are some questions you could consider, though these questions aren't mandatory: how does your current or past church's ecclesiology exemplify or contrast with the ecclesiology Dever presents in this volume? Are there any ways in which your interpretation of scripture leads you to disagree with Dever's arguments? Are there any points from the book that would serve as a helpful corrective for your church, and how?) The purpose of your paper isn't so much to review or critique Mark's book, but to use his book as a framework for reviewing and critiquing your own understanding of ecclesiology and that of the churches with which you have previously been involved.

Paper #4: Due by December 30, 2021 at 11:59pm eastern standard time, via email to internship@capbap.org

#4: Michael Reeves, *The Unquenchable Flame*; Timothy George, *Theology of the Reformers*; Jon Balsarak, *Calvinism: A Very Short Introduction*

Over the course of your internship, we are going to spend a lot of time discussing the nature, structure and purpose of the church, what is known in systematic terms as ecclesiology. This conversation was common among Baptists and evangelicals a century ago, but has largely fallen by the wayside in our own day. The origins of this discussion lay in the Protestant Reformation. The gospel wasn't the only thing the early reformers rediscovered. With a renewed understanding of the authority of Scripture, and a rejection of the Pope, the Roman hierarchy, and the Roman understanding of the sacraments, Protestants began to ask and answer questions about the nature of the church and the role of the clergy that Christians had not seriously debated for hundreds of years. The discussion that they began in the 16th century, and that Baptists continued to refine over the 17th, 18th and 19th centuries, is the very discussion that will occupy most of our time over the coming months together. In order to prepare and orient you to that discussion, we want to introduce you, in broad outlines, to the Reformation in general, and the English Reformation in particular.

To that end, you'll soon be receiving three books on the Reformation and its legacy: Timothy George, *Theology of the Reformers*, which is considered theological or intellectual history; Michael Reeves, *The Unquenchable Flame*, which is a lighter yet useful introduction to the Reformation; and Jon Balsarak, *Calvinism*, which explores the contribution of Calvin and his intellectual heirs in particular. We ask that you please read all three volumes in their entirety. You should begin with Reeves for a historical overview, then turn to George to consider the key thinkers and ideas more thoroughly, and finally conclude with the Balsarak volume to understand the movement known as Calvinism.

Once you read the material, we'd like you to write a five-page paper presenting your own arguments about how the Reformation shaped Protestants' understanding of (1) the church, (2) the pastor and his role, and (3) the sacraments. Those 3 topics should comprise the main 3 sections of your paper. For example, you could begin section one by saying something like this: "Here are five ways that the Reformation shaped Protestants' understanding of the church," and then go on to present five (or however many) arguments, each with its own paragraph. Cite all three authors to defend your points, but the arguments themselves should be your own thoughts in your own words. If past interns' experience holds true, the better you grasp this introductory material, the quicker the rest of your reading and writing will begin to make sense.

FORMATTING INSTRUCTIONS:

The following guidelines are not optional and should be followed for every paper.

In the upper right hand corner of the first page, in single-spaced fashion, include your name, date, book title, pages read (if you read the whole book, write "whole book"), and the page number within your paper (so, the number "1"). (You should not add any separate cover page to your paper.) After that heading, please use double-spaced 12-point font for the body of the paper.. On subsequent pages, include the page number in the upper right corner as a heading. (In other words, **every single page should have a page number on it** in the far upper right hand corner, with the exception of the first page, where the page number comes after your name, date, book title, and pages read.) We've included an example template document which you should use to get your formatting correct. If you open up this template document, it should start a new word document that has a sample header and everything you'll need, so the easiest thing to do for each paper is just open up the template, and then "Save As" once you start writing each particular assignment.

.DOC/.DOCX and .PDF formats are both acceptable, but please don't send us .PAGES or other file types.

When referencing your assigned reading, always cite a page number, and use in-text parenthetical citations. *Here is an example in-text parenthetical citation:* I agree with Welch: "We learn the fear of the Lord by knowing God the Creator" (108). Please don't add footnotes or endnotes to your papers, as these assignments are not intended to be research-oriented. (If you must quote an additional author/work, use an in-text parenthetical citation instead.)

Finally, do note that to honor your time and Mark's time (as he is the one reading these papers), we take the deadlines seriously. You should plan to turn in your papers by e-mail by 11:59pm eastern standard time on the specified due dates.

If I can be of any help, please don't hesitate to call me. We look forward to seeing each of you soon.

Sincerely,

Jonathan Keisling
Pastoral Assistant

Preparing for Life as a CHBC Intern

Congratulations on being invited to participate in the CHBC Internship! We're looking forward to welcoming you to Washington, DC and the fellowship of our church.

When you arrive, you'll receive a packet with lots of detailed information. Right now, though, we'd like to give you a basic overview about what it's like to be on staff at CHBC and live on Capitol Hill. We hope this information will help you be prepared and that your transition to life in DC will be as smooth as possible.

Helping Your Wife Get Plugged In

For interns who are married, we deeply desire your wife to benefit from her time with you at CHBC. Toward that end, here are a few thoughts for you:

- 1) Our church culture is friendly and comfortable with people reaching out to take initiative to build friendships. We understand that this may be different from some other cultures, but you should encourage your wife to reach out to women she meets at church to ask if they would be willing to get together for lunch or coffee to talk, pray, study the Bible, or just have fun together. In our church culture, this is not considered rude, but quite normal. However, some of the women to whom she talks may simply be too busy to meet with her. That's a reality of life in a busy city. Don't be discouraged by this, but keep on trying.
- 2) If you would like, I can put your wife in touch with a woman at CHBC who would be willing to meet with her from time to time. We make this optional because some intern wives prefer to find their own friends without the staff's involvement. But we also recognize that for other wives, it can feel overwhelming to jump into life in a large and unfamiliar congregation. If that's the case for your wife, please speak with me about helping find a woman in the church to get together with her. We're very happy to help in this area for those who request it.
- 3) Usually, a couple of the pastors' wives host meetings called "Wives of Men in Ministry" about once per month. Your wives are invited to attend these meetings. Previous interns' wives have found them helpful and encouraging! These meetings usually take place on Thursday nights when there is not an elders' meeting. When you arrive, Jonathan will get you in touch with whoever is currently coordinating these meetings, and she can send the schedule to your wives.

Weekly Schedule

General Comments: The staff schedule at CHBC is highly structured. All staff, including interns, are expected to work at the church building each day, Monday through Friday, and to arrive ON TIME. This may be an adjustment for men coming from other ministry backgrounds. Although the schedule may feel overwhelming at first for some, we hope that you all will benefit from the routine.

A few weeks before your internship begins, you'll receive an invitation to use a Google Calendar called "Internship of CHBC." You should accept this invitation and begin familiarizing yourself with the Google Calendar format if you've not used it before. During the internship, you will be expected to arrive on time to every event on this calendar that applies to you.

Reading and Writing: Much of your time as an intern will be spent reading assignments and writing reflection papers. Your papers aren't academic research assignments. You should usually use the papers to interact personally with and reflect on the assigned reading. Some ways you may choose to interact with the reading are: 1) interpreting scripture passages cited in the reading and considering how they apply, 2) identifying a theme/topic and reflecting on your previous church experience with this theme, 3) reflecting on what you

observe about this theme/topic at CHBC, 4) considering how you may seek to implement this theme/topic at a future church.

You'll receive more instruction on these papers when you arrive. For now, check out the attached reading schedule from a previous semester to get a glimpse of how the workload is structured. You'll notice that most days have 50-100 pages of reading with a reflection paper. On other days, you'll have to read a whole book (usually not a long one!) and write about it. A handful of times during the semester, you'll take a few days to read a number of books and write a longer, more thorough assignment. (Note that you'll be receiving all these books as a gift from the church, so you should be prepared to bring them all home with you.)

Office Hours: All interns are expected to be "in office" (which means somewhere on the church premises) at CHBC from 8:30am-5:30pm Monday through Friday, with the following exceptions:

- Usually there is a service review meeting on Sunday night. When this is the case, you may arrive to the office at 9:30am on Monday
- If there is an elders' meeting on Thursday night that goes past 10pm, you may arrive to the office at 9:30am on Friday
- You may take a lunch break of 1 hour each day. More than 1 hour can be used if you need to spend time walking or driving to meet a member of the church.
- Once we are a month or so into the semester, you may sometimes read and write off the church property (for example, at a coffee shop nearby), but you need to be reachable by email and phone and able to return to the church in 10 minutes or less if necessary.

A Typical Week:

- Below will be the typical schedule for each day, though this is always subject to change. In addition to the items listed below, you can expect lunch meetings, membership interviews, and other meetings Monday through Friday.
- Sunday:
 - Prayer meeting at 9:00am
 - Core Seminars at 9:30am
 - Morning Service from 10:30am-1:00pm
 - Evening Service from 5:00-6:30pm
 - Service Review in Mark's Study from 9:00-10:30pm
 - In between services on Sundays, there are no requirements for interns other than being involved in the life of the church as a normal member (spend time in personal rest, visiting with other members, hospitality, etc.)
- Monday:
 - Arrive at office by 9:30am
 - Read and write most of the day
 - A couple of the interns have office admin time from 2:00-4:00pm
 - There are usually 2 papers due each Monday at 5:15pm
- Tuesday:
 - Arrive at office by 8:30am
 - Staff meeting from 9:15am till 11:30am
 - Service planning meeting from 2:30-3:00pm
 - Read and write when not in meetings
 - There is usually 1 paper due each Tuesday at 5:15pm
- Wednesday:
 - Arrive at office by 8:30am
 - Check-in meeting with Bobby Jamieson at 8:30am
 - Accountability with other interns from 9:00am-10:00am
 - Read and write and meetings rest of the day
 - A couple of the interns have office admin time from 2:00-4:00pm

- There are no papers due on Wednesdays ☺
- Wednesday Night Bible Study takes place from 7:00-8:00pm each week. Interns are required to attend, and to arrive at least 10 minutes early and stay at least 10 minutes afterward to greet people in attendance.
- Thursday:
 - Intern Discussion with Mark and the staff from 8:30-11:30am
 - Read and write rest of the day
 - There is usually 1 paper due each Thursday at 5:15pm
 - Twice a month, there is an elders' meeting from 7:30-11:00pm (approximately)
- Friday:
 - Arrive at office by 8:30am (or 9:30am if elders' meeting the previous night)
 - Biblical Counseling training with Deepak from 10:30-11:30am
 - Read and write rest of the day
 - A couple of the interns have office admin time from 2:00-4:00pm
 - There is usually 1 paper due each Friday at 5:15pm
- Weeknights:
 - With the exception of Wednesday Night Bible Study and Thursday elders' meetings, the rest of your weeknights are usually free. You have the option of joining a CHBC small group, many of which meet on Mondays or Tuesdays. Also, interns are required to attend any church-wide seminars/training events that may get scheduled on a weeknight (usually this happens once or twice per semester).
- Saturday:
 - Most (maybe 60-70%) of the Saturdays during the internship will be free.
 - You will attend 2 weddings during your internship, which usually take place on Saturdays. (You will also attend the Friday evening rehearsal for these weddings.)
 - A few Saturdays during the semester will likely have church-wide seminars/training events, which interns are required to attend.
- Holidays:
 - There will be a few federal holidays each semester. On these days, the church office is "closed," but often the interns still have a paper due. That means that you don't have to write the paper in the office, but you will still have a normal amount of work to do.

Special Schedule Items:

- Lord willing, your intern class will take a trip with Mark to one of his speaking engagements. For this trip, you will be away from DC for 2-4 nights. Spouses and children are not able to attend. Expenses such as lodging, food, and conference registration will be covered by CHBC.
- Once or twice each semester, there will be a **9Marks Weekender** at CHBC. This event takes place the 3rd weekend of March, May and September each year. It begins Thursday afternoon and concludes on Monday morning. The interns will serve at this Weekender in a number of ways. ***The pace of work during the Weekender is EXTREMELY BUSY.*** If you have a family, you should help them understand in advance that they will **rarely** see you during this weekend; you may need to be at the church from 7am until 11pm or later each day. Past interns have found that these weekends are a good time for their wives and children to leave town to visit friends or family, or to have your in-laws come for a visit to help while you are occupied at the church.

Living on Capitol Hill

In God's grace, the church is normally able to provide housing for all staff and interns nearby to the church building! This affords lots of opportunities for informal relationship-building with church members and staff families, as well as our neighbors here in DC.

Capitol Hill is a beautiful, historic neighborhood. While many find it to be a pleasant place to live, it can feel different from other locations. Your family may need to prepare for an adjustment, but we hope you'll enjoy the experience. Here are a few things for you and your family to be aware of as you plan to move to the Hill:

Housing: We will send you a letter with information on your apartment and what the church provides in terms of furniture and appliances. Lord willing, you guys will be the first class in the new housing our church has built on the block of the church! Your apartment will be your own space – treat it like a rental unit. You'll have your own keys. You'll be responsible for keeping it clean, but the church will take care of repairs. If anything breaks or if you have any safety concerns, you should promptly let Chris Herndon know.

Most apartments on Capitol Hill are quite small compared to other parts of the USA. Thankfully, the apartment in the new housing is bigger than many others on Capitol Hill, but you still may find them small. Storage space is often at a minimum. If you have a lot you'd like to bring, please check with us first to make sure there will be adequate space.

Please note that a couple of the church-owned apartments are located in basements and do not receive much natural light. Plan to bring extra lamps if it would help your family. Also, be prepared to get creative in helping your children get outside to get their energy out – there should be a new playground installed on the block, but you still may want to get out and explore some other neighborhood playgrounds. We hope you will find that though city living has some challenges and there may be an adjustment period, there are also unique opportunities and joys in living so close to other staff families and just steps from wonderful museums and historic sites.

Shopping: As a historic preservation district, there are fewer big stores around Capitol Hill than you might expect. Interns with cars may find that driving is the easiest way to get to major grocery stores and retailers like Target. There are grocery stores and a Walmart within walking distance (1 mile or so) for those without vehicles. Thankfully, a new Trader Joe's grocery store recently opened just a 10 minute walk away from the church! See this map for nearby grocery stores and restaurants:
<https://www.zeemaps.com/map?group=173298>

On the whole, families with children may actually find living on Capitol Hill to be somewhat **less convenient** than other places you may have lived where errands and shopping are just a quick car ride away. The roads in the city are often congested and many popular retail stores are located in the suburbs of Virginia or Maryland, 20-25 minutes away.

Safety: Capitol Hill is one of the safest neighborhoods in DC. Interns should feel comfortable with their wives and kids walking around the area near the church during the day – there are lots of nice parks and shops nearby. Capitol Hill is a great neighborhood for children, as long as they are supervised by an adult when out in the neighborhood.

Still, since we are in a city, interns should prepare to use common sense and street smarts. Petty crime is not uncommon in our area. Members of our church have been mugged on the streets before, usually at night (This is rare, but it's good for you to know). Keep an awareness of what's going on around you. In particular, *make sure to remove all items from your car at night.* Car break-ins at nighttime happen from time to time, and it seems to help if there is nothing visible in your car. It's best for women to not walk alone at night, but during the day is absolutely fine.

Culture: The Hill is a very friendly neighborhood. Many of our neighbors have lived in the same home for decades, while others are new to DC. There's lots of pride in locally-owned restaurants and businesses. While most Hill residents are quite secular in their views, the close-knit neighborhood vibe brings lots of opportunities to share the gospel and invite neighbors to church. There are a handful of other gospel-preaching churches on the Hill as well, from a variety of different denominational backgrounds.

There's a local e-mail list serve called "Moms on the Hill" that connects mothers. This isn't a Christian group, but many church members subscribe to it to find out about family-friendly events and to share tips about raising children on the Hill. Jonathan can provide your wife information if she wishes to join this e-mail group.

Many members of CHBC also subscribe to an e-mail group called the "Unofficial CHBC Social List" where folks from the church share fellowship opportunities as well as other requests (selling, lending, and borrowing goods, tips on DC, etc.) If you'd like to subscribe to this e-mail list, just let Jonathan Keisling know when you arrive.

If you have any questions at all before you move to DC, please let us know by calling Jonathan Keisling at (202) 543-6111!

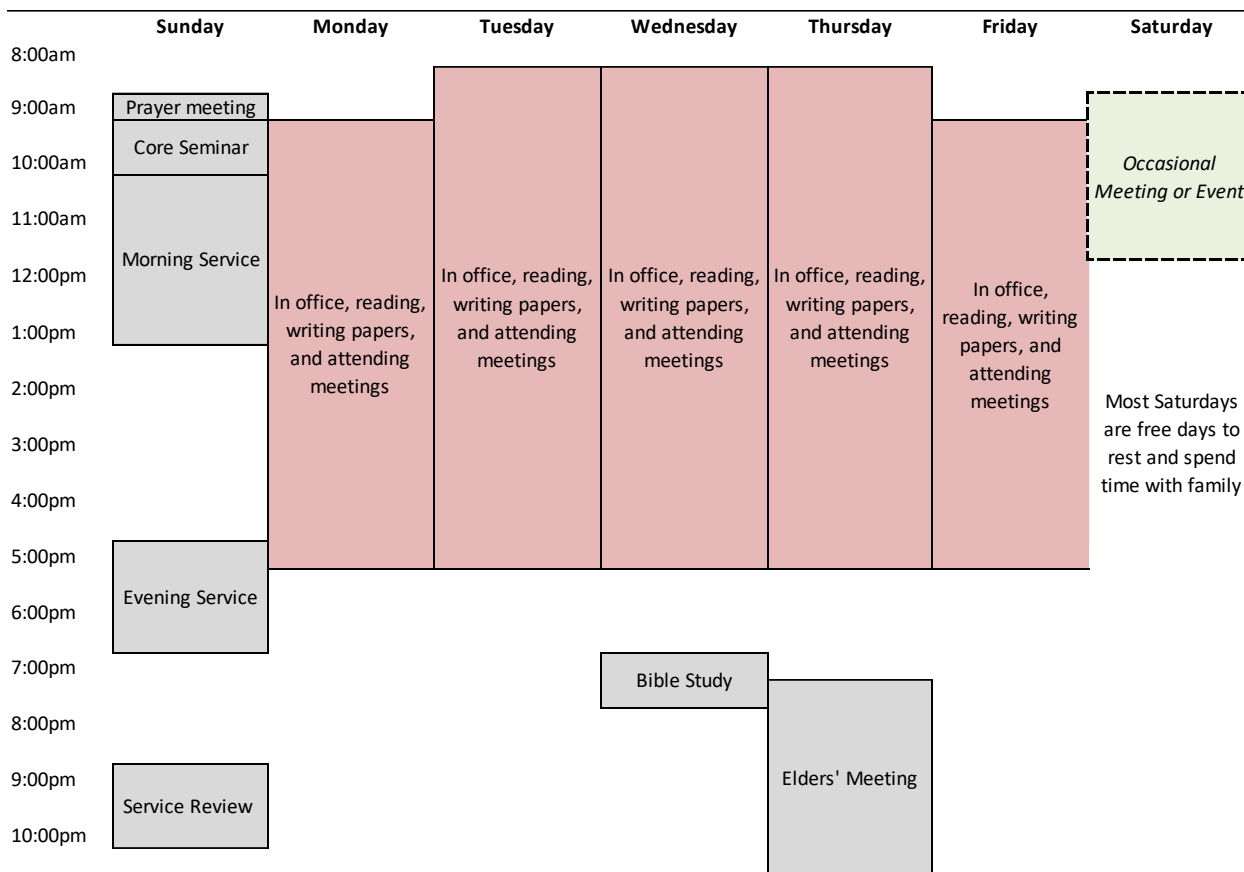
Typical Week in the Life of a CHBC Intern

Total hours in office: 45/week

Total hours in church services and meetings outside of office hours: 8-16/week

Total hours not at home in an average week: 53-61/week

*During the semester, there are also 2-3 times when the intern is not at home at all for 3-5 days in a row (Weekenders and trips to conferences)
Interns receive no vacation days. There is a paper due nearly every Mon, Tues, Thurs and Fri*



Internship Acceptance Letter

September 21, 2021

Troy Maragos
Delivered Electronically

Troy:

I am pleased to invite you to participate in the Pastoral Internship program at Capitol Hill Baptist Church. Your internship will begin on January 10, 2022 and will conclude on May 27, 2022.

For your internship program, we intend to concentrate on: the doctrine of the church, especially church governance, membership and discipline; preaching and teaching; and pastoral leadership. These topics will be addressed as you participate in the life of this local church; as you get to know other leaders and members at CHBC; and as you actively study assigned readings and write daily reflection papers.

The internship is a full-time commitment. Interns study and work in the church office every Monday-Friday from 8:30am-5:30pm, with few exceptions. The internship schedule involves 45 hours in the office each week, plus 8-16 additional hours per week of services and other meetings to attend. Because your time here is so short, we require you to attend all Sunday morning & evening services. No vacation time is provided, and interns are not granted "personal days" for travel, conferences, or other reasons.

Should you accept this invitation, furnished housing will be provided for you throughout the duration of the internship in a home near the church building. The church will pay for basic utilities (electricity, gas, water) in your home but not internet service. You should plan to arrive at the church between 8:30am and 4:00pm on January 7, 2022 to check in with our staff and move in to your home. You should plan to move out of church housing on May 30, 2022. We are unable to accommodate early arrival or late move out dates.

Please pray over this decision and let us know in writing by October 1, 2021 whether you accept this invitation. An e-mail response is sufficient. Should you enroll, there will be several preliminary readings and papers that we will ask you to complete by mid-December 2021. We will send you more information about these assignments in mid-to-late October. Please see the attached Pre-Internship Timeline and let me know if you have any questions.

Please notify us by December 17, 2021 regarding what you plan to do for health insurance during your internship, including specific policy information. You are responsible for securing health insurance for yourself for the duration of the internship dates listed above. Again, we look forward to the opportunity of having you with us.

Yours in Christ,

Jonathan D. Keisling

Pre-Internship Timeline (January 2022 class)

- October 2021: You will receive an email detailing the preliminary assignments and the 5 assigned books will be sent to you
- November: International interns should complete visa application process
- October-December: Read 5 preliminary assignment books and write 4 papers
- November: You will receive a letter with details about your housing unit, including what furniture and household items will be provided
- Early December: Phone call with Jonathan Keisling to discuss move-in details
- December 17: First two preliminary papers due to Jonathan Keisling by email
- December 17: Health insurance policy details due to Jonathan Keisling by email
- Late December: You will receive emails with details about the intern schedule, google calendar, etc.
- December 30: Remaining preliminary papers due to Jonathan Keisling by email
- January 7, 2022: Move-in day for those moving into church-owned housing
- January 7, 2022, 4:30pm: Orientation meeting in the intern office
- January 8: Free day to get settled in your housing (if applicable) and begin on some early assignments
- January 9: Full Sunday schedule of attending services and meetings
- January 10: First full day at CHBC office as an intern. Your journey has begun!



Thank you for considering an internship at Hamilton Baptist Church. We want you to know a bit about our church and the expectations of the internship.

WHO IS HAMILTON BAPTIST CHURCH?

The mission of HBC is to make disciples of Christ for the glory of God. We are a multi-generational church about an hour northwest of Washington, D.C., with an average weekly attendance of 300 people. We are a faith-family that strives to live in community with one another as we joyfully submit to Christ and his Word. The corporate gathering focuses on responding to God as we reflect on his character and his mighty works. Our worship services are centered on God as revealed in his Word through song, scripture reading, prayer and expositional preaching. We believe that God works mightily as his people gather to worship together. This is a time of corporate disciple-making. We also aim to make disciples in everyday life in our homes and neighborhoods and in our vocations. There is also a great beauty in the body of Christ fellowshiping and working together to make disciples. Our philosophy of ministry is very much in line with 9Marks, T4G and The Gospel Coalition.

WHY HAMILTON BAPTIST CHURCH INTERNSHIP?

Training and preparing men for the pastorate is an extension of the call to make disciples. Also, we believe that it is the local church's responsibility to train and equip men to serve, lead and plant local churches. Therefore, we aim to make much of Christ by offering a training ground for men to grow in their understanding of shepherding and pastoral leadership. It is our desire that the Lord would use Hamilton Baptist Church to shape and mold a man who will be characterized by spiritual boldness, passion, courage, humility and love.

Nothing fancy happens during the internship. Our goal is for an intern to be trained within the context of the local church in the following areas:

- Develop a working understanding of the local church;
- Develop an understanding of what might be considered "successful" ministry;
- Develop a philosophy of ministry that will govern and guide a church;
- Provide opportunities to grow in teaching and preaching;
- Grow shepherding and pastoring skills to expand the ministry "tool belt."

We are committed to our intern and his success in ministry. Our desire is to train, equip and affirm the intern for pastoral ministry. To that end, Lord willing, we pray this internship would be the beginning of a long relationship with the intern and his future ministry.

One of the ways that we hope to be a blessing to our intern is to provide housing, utilities and a \$1,500/month stipend. The parsonage provided is a three-bedroom house, which can be fully furnished or you can provide your own. Therefore, we can host a single man or someone with a family.

GENERAL EXPECTATIONS

- This internship is full-time. While we do not prohibit an intern taking online classes for seminary, we do not allow the intern to take on any other jobs. Housing, utilities and stipend provided should cover the intern's expenses. You will not get rich, but you should be able to live somewhat comfortably.
- Be flexible! Over the course of our time together, we will need you to do things that you are really excited about and other things that are not that exciting. There will be things that are scheduled in advance and things that come up at a moment's notice. That is pastoral ministry!

Pastoral Training

- Complete readings and assignments.
- Attend staff devotions Monday through Thursday mornings.
- Attend weekly internship meetings and staff meetings.
- Attend all Members' Meetings (about 4/year) and Elders' Meetings (every 3 weeks).
- Attend Exploring Church Membership classes (about 2/year).
- Initiate and schedule a meal/coffee/meeting with each of the elders individually.
- Meet with one of the pastors each week to: discuss internship progress; how you are doing personally; and, provide updates on any specific projects and responsibilities.
 - Assigned papers are due by 9 a.m. the Wednesday before meeting to discuss the book.
- Attend pastoral visits and counseling (e.g. hospital visits, baptismal candidate interviews, pre-marital counseling, etc.).
- Attend other strategic meetings per discretion of pastor(s) and availability.
- Attend any retreats/conferences that the senior and associate pastors attend.
- Teach Sunday School regularly and preach when called upon (approximately 2 times).
- Provide pastoral leadership to youth and families.

Personal Discipling and Outreach

- Attend corporate worship service weekly. Arrive each Sunday at 8:30 a.m. to help with whatever is needed. Plan to miss no more than 4 Sundays in a calendar year.
- Intentionally introduce yourself to visitors each week before and/or after the service.
- Attend a Community Group weekly.
- Initiate and schedule a meal/coffee/meeting with at least two different HBC members/visitors monthly. The idea is to help you get to know and interact with various church attenders.
- Pray through the HBC Directory monthly.
- Follow up with visitors as assigned by the pastors.
- Attend and complete all reading and scripture memory for Discipleship Journey meetings (once a month) and join a men's discipleship group (every other week).

Depending on schooling and desires, we are willing to work with the intern on a syllabus that fits his needs. Below is a suggested syllabus for an intern that is seeking seminary credit in conjunction with HBC's internship.



PASTORAL INTERNSHIP SYLLABUS

(In cooperation with SBTS applied ministry or SEBTS EQUIP Network syllabus and handbook)

Purpose and Benefit

The purpose of this internship is to provide an opportunity within a local church to train, equip and affirm men for pastoral ministry. There are five potential benefits in considering this internship:

1. The supportive and loving environment of a local church that assumes responsibility for the care, training and education of the intern;
2. Practical understanding and training for the essential areas of pastoral ministry within the local church;
3. An official church position approved by the church that can go on a resume and reflect ministry experience;
4. An opportunity for a local congregation to affirm an individual's gifts and calling;
5. Exposure to a pastor's daily schedule to help an individual evaluate and learn more about the pastoral nature of their calling.

Duration

40 hours/week for 10 or 12 months

Field Supervisor

Steven Carne, Senior Pastor of Hamilton Baptist Church, M. Div., Th. M.

Secondary Supervisor

Josh Miller, Pastor for Children and Youth, M. Div.

Assigned Reading

In addition to the assigned reading for applied ministry requirements, the intern will be expected to read 2 to 4 books per semester on practical pastoral ministry. The books will be focused toward setting pastoral rhythms in ministry to help the intern's orthopraxy flow from his orthodoxy.

Assignments

1. Write a 2 to 3 page reflection paper per book assigned that is not part of the seminary required reading. Unless otherwise told, reflection papers should be submitted to the pastors via email by 9 a.m. the Wednesday before meeting to discuss the book. Papers should generally follow this pattern:
 - 1 to 2 paragraphs summarizing the author's thesis and main points;
 - Interaction with the reading, including critiques and commendations;
 - Highlight any pastoral practices/lessons learned to be carried over into your ministry.
2. Lead one project per semester with the oversight of an elder (most likely one of the vocational pastors). If the project is big enough, then the intern may lead one larger project over the course of multiple semesters with the approval of a pastor.
3. Lead staff devotion one day a week.
4. Regularly teach Sunday School.
5. Preach when called upon (approximately 2 times).
 - Provide sermon manuscript or extended outline to pastor 2 weeks before preaching for evaluation and discussion.
6. Follow up with visitors as assigned by a pastor.

7. See also other expectations and meetings as outlined above in “General Expectations.”

OTHER OBJECTIVES TO BE LEARNED

1. Sermon and worship service planning and preparation.
2. Disciplined prayer life.
3. Pastoral care (hospital, visitation, member care, membership interviews, etc.).
4. Public worship service involvement and evaluation.
5. Funeral services and wedding ceremonies.
6. Leadership meetings (pastors, staff, deacons, committees, etc.).
7. Essentials of administration.
8. Report regularly to the elders about personal growth and internship progress.

Internship Program Application

General Instructions



Thank you for your interest in an internship at Hamilton Baptist Church. The goal of this internship is to raise up faithful pastors for God's kingdom within the context of "lecture and lab." "Lecture" will consist of reading, writing, and discussion of books pertaining to ministry, doctrine and soul-care. And the "lab" will be a training ground where the intern will put into practice what he has learned during the "lecture." By offering an internship program, we hope to encourage and influence future pastors in their role in evangelical churches. Under supervision, interns will gain knowledge in the areas of pastoral leadership, preaching and evangelism.

To complete the application, please send each of the following via email to jmiller@hamiltonbaptist.com. If email is not possible for you, you may mail the application to: Hamilton Baptist Church Attn. Josh Miller 16 E. Colonial Hwy, Hamilton, VA 20158.

- (1) Completed application form
- (2) Résumé
- (3) Two letters of recommendation (one from a pastor)
These letters should speak to your character, experience, and skills, and should discuss both strengths and weaknesses. Please ask your references to state how long and in what relational capacity they have known you. If you are married, one of your two recommendation letters should be a letter from a pastor who can describe your marriage and speak to its suitability for ministry. This letter must be confidential and sent directly by the pastor to the above address or via e-mail to jmiller@hamiltonbaptist.com.
- (4) High quality digital face photo (send to: jmiller@hamiltonbaptist.com)
- (5) Answers to the following questions:
 - a. How did you become a Christian?
 - b. Describe the circumstances of your baptism (year, setting, officiant, church involvement, etc.).
 - c. How did you learn about the HBC internship?
 - d. Why do you want to intern at HBC?
 - e. What do you intend to learn during the course of an internship?
 - f. Describe the church you currently attend and your involvement. (Include your spouse, if applicable.)
 - g. What kind of service do you think God is leading you into?
 - h. We offer an two different lengths of internships. Do you desire a 10 month internship (mid-August to mid-June) or a full year internship (August to July)?
 - i. Interns are not considered regular employees of HBC, so it is not our practice to provide health insurance. We expect each intern to purchase coverage for himself and his family. What plans do you have to provide coverage during your stay?
 - j. If you are married, tell us about your marriage and any concerns you may have for it as you consider pastoral ministry.
 - k. Please comment on your current and recent track record with obeying God by abstaining from pornography and related forms of sexual sin. If you have sinned in this area, please explain and be specific in regards to frequency, when the sin occurred (e.g., in the past week, month, year, 5 years?) and what you have done to fight for a pattern of obedience.
 - l. Would you be willing to spend the rest of your life pastoring and/or church planting in the DC area? Please comment.
 - m. Tell us something about yourself we would not learn from your résumé.

HBC wants to consider applications from those who show a passion and love for Jesus Christ; possess, by God's grace, a character of integrity; have the desire and potential to be an evangelical leader; and affirm HBC's Statement of Faith and Church Covenant. Interns must be able to become members of HBC during their internship. Housing and a stipend are provided.

Thank you for your interest. If you have any questions, please contact us at (540) 338-7979 or send an email to jmiller@hamiltonbaptist.com.

HBC Pastoral Internship Reading List

Help for the New Pastor (Charles Wingard)
No Quick Fix (Andrew Naselli)
The Meaning of Marriage (Keller)
Preaching (Keller)
Sound Doctrine (Jamieson)
Visit the Sick (Croft)
Comfort the Grieving (Croft)
Oversee God's People (Croft)
Pray for the Flock (Croft)
Gather God's People (Croft)
Worship Matters (Kauflin)
The Vine Project (Marshall & Payne)
How People Change (Lane & Tripp)
The Things of Earth (Rigney)
Planting Missional Churches (Stetzer)

Pastoral Internship: Leadership Development at Open Door

You then, my child, be strengthened by the grace that is in Christ Jesus, 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.

Overview: In seeking to be a 2 Timothy 2:2 Church, Open Door runs an internship for men who desire to be pastors/church planters. Interns meet every other week with Pastor Dwayne and then in the off weeks with a mentor for personal discipleship and accountability. The weekly meeting of interns with Pastor Dwayne covers time of instruction and discussion around the Scriptures, assigned resources, and relevant ministry topics. (*Because of Open Door's proximity to Southeastern Seminary, it is assumed that the intern has or will take Systematic Theology classes.* For a syllabus on teaching Theology in the local church contact: nate@thepillarnetwork.com)

Curriculum Breakdown:

Semester One: Pastoral Ministry

Main Focus: The Pastor

- **Resources:**
 - 1 Timothy 1-3
 - Baxter, Richard. *The Reformed Pastor*
 - Bucer, Martin. *Concerning the True Care of Souls* (replace baxter)
 - Newton, John. *Wise Counsel: John Newton's Letters to John Ryland Jr.*
 - Tripp, Paul. *Dangerous Calling*
 - Prime, Derek and Begg, Alistair. *On Being a Pastor*
 - Jones, Robert D. "Avoiding Infinite Mischief: Assessing Your Calling to Pastoral Ministry," *Journal of Modern Ministry* 6:3 [To be emailed]
 - Gilbert, Greg. *What is the Gospel?*
- **Assignments:**
 - Weekly discussion of 1 Timothy 1-3 and the resources listed
 - Memorize 1 Timothy 1-3
 - A book review on *On Being a Pastor* and *The Reformed Pastor*
 - Gain practical experience in baptizing, administering the Lord's Table, overseeing a wedding service, and preaching a funeral service
 - **Position Papers** (2 pages, single spaced and to be written in such a way they could be handed to a pastoral search committee to represent the intern's position):
 - Complementarianism: Understanding Biblical Gender
 - Ordinances of the Local Church

Semester Two: Administration and Education in the Local Church

Main Focus: The Church

- **Resources:**
 - 1 Timothy 3-6
 - Alexander, Paul and Dever, Mark. *How to Build Healthy Churches*
 - Dever, Mark. *9 Marks of a Healthy Church*
 - Hammett, John. *Biblical Foundations for Baptist Churches*
 - Merkle, Benjamin. *40 Questions about Elders and Deacons*
 - Bonhoeffer, Dietrich *Life Together*
 - Clement. *Epistle to the Corinthians*
 - Selected articles and audio on ecclesiology

- **Assignments**
 - Weekly discussion of the Pastoral Epistles and the resources listed
 - Memorize 1 Timothy 3-6
 - A book review on *Biblical Foundations for Baptist Churches*
 - Gain practical experience in developing budgets, procedures (i.e. childcare and building use), and a membership process
 - **Position papers:**
 - The Corporate Worship of the Local Church
 - Spiritual Gifts Given to the Local Church

Semester Three: Christian Leadership

Main Focus: The Pastor as Leader

- **Resources:**
 - Titus
 - Carson, D.A. *The Cross and Christian Ministry*
 - Bridges, Charles. *The Christian Ministry with An Inquiry into the Causes of its Inefficiency*
 - Kouzes, James M. and Barry Z. Posner. eds. *Christian Reflections on The Leadership Challenge*
 - Leman, Kevin and William Pentak. *The Way of the Shepherd*
 - MacArthur, John. *Called to Lead*
 - Mohler, Albert. *Conviction to Lead*
 - Witmer, Timothy Z. *The Shepherd Leader*

- **Assignments**
 - Weekly discussion of Titus and the resources listed
 - Memorize Titus
 - A book review on *The Cross and Christian Ministry* and *The Shepherd Leader*
 - Gain practical experience in leading staff meetings, attending elder meetings, and oversight of the varying ministries of the church.
 - **Position papers:**
 - A Biblical and Pastoral Perspective on Divorce and Remarriage
 - A Biblical and Pastoral Perspective on the Use of Alcohol and Marijuana

Semester Four: Developing a Church Planting Methodology

Main Focus: Church Planting

- Resources:

- The Book of Acts (Read through twice and journal)
- Christopherson, Jeff. *Kingdom Matrix: Extended Edition*
- Lewis, Dharti. *Among Wolves: Disciple-Making in the City*
- Ott, Craig and Gene Wilson. *Global Church Planting*
- Rhodes, Matt. *No Shortcut to Success: A Manifesto for Modern Missions*
- Timmis, Steve *Total Church*
- Um, Stephen T., and Justin Buzzard. *Why Cities Matter: To God, the Culture, and the Church.*
- Selected blogs and audio on mission and church planting

- Assignments:

- Weekly discussion of portions of Acts
- A book review of *Global Church Planting* and *Kingdom Matrix*
- Develop a Church Planting Prospectus
- **Position Papers:**
 - Multi-Site vs. Multiplication Church Growth Strategies from a Baptist Perspective
 - Biblical Principles and Practices for Becoming an Ethnically Diverse Local Church

Another Semester to Consider: Biblical Exposition and Preaching

- Resources:

- Akin, Daniel, Curtis, Bill, and Rummage, Stephen. *Engaging Exposition*
- Chapell, Bryan. *Christ-Centered Preaching*
- Lloyd-Jones, D. Martin. *Preaching and Preachers*
- Keller, Tim. *Preaching*
- Stott, John. *Between Two Worlds*

- Assignments:

- Preach a 25 minute sermon from any OT book
- Preach a 25 min sermon from a Gospel
- Preach a 25 min sermon from a NT Epistle
- Seek out opportunities to preach weekly in nursing home or to students

For more information, questions, or the full syllabi contact: nate@thepillarnetwork.com

Note: Interns can receive up to 24 hours of credit towards a Master of Divinity at Southeastern Baptist Theological Seminary through this Internship



CHECK OUT OUR WEBSITE:

WWW.THEPILLARNETWORK.COM

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