

GCI INTERN APPLICATION

GRACE COMMUNION INTERNATIONAL

Purpose Statement for GCI Internship:

Having enrolled as students at GCI's online and fully accredited Grace Communion Seminary, participants will be placed at selected local GCI congregations. There they will split time between seminary work and youth ministry, "making disciples" as the Spirit leads while being disciplined themselves by older brothers and sisters in the Body. Besides ministering in the local community, interns will take advantage of GCI GenMin camping and missions opportunities, promoting shared experiences with teens and a deepening of relationships. GCI interns will each have a Pastor, a Mentor, a Coach, and the national GCI Intern Training Staff to encourage them along the way and to help each one to explore a potential calling to future pastoral ministry opportunities within GCI. GCI opportunities include the new Pastoral Residency Program (apprenticeship for future senior pastors), church planting, or a continuation in youth ministry.

Purpose Statement Agreement:

I understand that, if accepted, I will be entering a leadership development track within Grace Communion International that is intended to culminate in ordination and which is meant to function as a stepping stone to further youth ministry, typical church pastorship, or church planting within GCI. While there is no obligation to stay with GCI when my intern time is over, I understand the purposes of the program, and I will remain open to what God might have for me within GCI!

Signed _____ Date _____

NOTE: Use whatever space you need to respond (single space) to the prompts below, but please attempt to be efficient with your words! Please maintain double spacing when you move from one question to another to make your application easier to read.

Name of Candidate:

Name of Candidate's Spouse (if married):

Name/s of Children (if you have children):

Age of candidate:

Are you a citizen of the U.S.?

Do you have an affiliation with GCI? If so, please describe.

Educational Background:

Do you have a particular Pastor/Congregation where you desire to intern?

Where do you currently attend church? Please provide pastor's name and contact information.

Please provide names and contact information (phone and email) for at least two other mentors and/or co-workers who could provide references for you.

1.

2.

Your Email address:

Best Phone Number to reach you:

Current Physical Address:

Date application completed:

1. Please read the website article on GCI's history, <http://www.gci.org/aboutus/history>, including the link in the last paragraph of the article. What are your thoughts on the history article? What questions do you have about Grace Communion International?
2. What is your past experience with church? Why is church important in general?
3. Why do you want to be a GCI Intern?
4. Describe how others have either affirmed or expressed concern over your decision to apply to the GCI Internship.
5. Please describe in one sentence the heart God has given you for ministry.
6. Please summarize any experiences you have had as a teenage participant in youth ministry and/or as a leader in youth ministry.
7. Please summarize your experiences in college ministry as a participant or leader.
8. How do you maintain your spiritual health and find encouragement in your personal relationship with Christ?
9. What are your hobbies and interests?
10. What else do you want us to know about you that you haven't shared above?
11. (For married candidates only): Are you and your spouse in agreement about being a pastoral family?
If yes, how did you come to that conclusion?

What areas of concern do either of you have?

What impact will this have on your children (if you have children)?

Think about a time in the last year when you worked together as a couple on a ministry project. What roles did each of you play and what were the results?

12. Since “the turn” of 1996 (see *Christianity Today* article [link] of that year), the former Worldwide Church of God, now Grace Communion International, has increasingly sought to reconnect its evangelical efforts to the biblical and early church emphasis on what God has done for the world in Jesus Christ *before* calling for a personal response. Later John Calvin called this approach “evangelical repentance” – i.e. you are forgiven, therefore repent! Another way to say it is, “you belong, therefore believe!” Paul summarizes this approach in 2 Cor 5:19-20, essentially declaring “you have been forgiven and reconciled to God, now *be* reconciled to God!”

Read carefully the GCI Statement of Beliefs (<http://www.gci.org/aboutus/beliefs>). Now read carefully GCI’s elaboration of its biblical theology in the link: <http://www.gci.org/god/revealed>. Feel free to leave “Part 2” on questions and answers for later!

Hopefully you have gained at least a fundamental sense of GCI’s Christological, Trinitarian and evangelical direction. What can you see as the potential advantages, and the potential challenges, of proclaiming the gospel from this platform (i.e. the platform of “you belong to Christ, therefore believe,” as opposed to “if you believe, then you can belong to Christ”). Don’t be afraid to share candidly – we are looking for people who like to think about all sides of an issue, not the “cookie cutter” variety! And we realize you haven’t even had your first seminary course yet!

Please complete this “SHAPE” Profile for GCI Intern Applicants!

Discovering your **SHAPE** for ministry

Our triune God created each of us individually with a purpose in mind - to share with Jesus, in the Spirit, the Father’s love and life. He intends for us to be fulfilled as we receive his love and participate with Jesus in extending his love to others through ministry. Job 10:8 speaks of "God forming me and shaping me". Our personal, God-given “shape” is a blend of five factors that makes us a special, unique creation of God. Asking God to reveal that shape to us can change our lives as we see how God has prepared us to participate with him in ministry.

SHAPE is an easy way to understand five factors that are part of God’s design for our lives.

Spiritual gifts

A spiritual gift is a special ability, given by the Holy Spirit to every believer, to be used to participate with Jesus in his ministry to build up the Body of Christ. To receive God’s grace for salvation is to also receive God’s gifts for service. All believers have one or more spiritual gifts, and they are different from natural talents. They are always used for the benefit of others. This list of 21 gifts is by category:

- Gifts that communicate God's Word: Preaching, Evangelism, Missions, Apostle
- Gifts that educate God's people: Teaching, Encouragement, Wisdom, Discernment, Knowledge
- Gifts that demonstrate God's love: Service, Mercy, Hospitality, Pastoring, Giving
- Gifts that celebrate God's presence: Music, Arts and Crafts, Intercession, Healing, Miracles, Praying with the Spirit
- Gifts that support others: Leadership, Administration, Faith

Fill out the Spiritual Gifts Inventory on the next page to get an overview of your spiritual gift mix. **Use “Sober Judgment”** – accurate, honest responses. Don’t mark answers of what you think you should be, or what you hope to be, but rather what you truthfully know about yourself!

SPIRITUAL GIFTS INVENTORY

If you have not completed a spiritual gifts inventory in the past, please use the following form (on this page and the next) to assist you as one component toward helping you identify the gifts that God may be entrusting to you for ministry within the church.

Instructions: For each question, enter the number that you believe most applies to you:

3 = THAT'S ME!

2 = This is PROBABLY me.

1 = This is PROBABLY NOT me.

0 = This is DEFINITELY NOT me!

- ___ 1. I try to worry more about the needs of others than my own.
- ___ 2. People come to me when they need to talk out a problem.
- ___ 3. I like to give money to those in need.
- ___ 4. I enjoy explaining the Bible to others.
- ___ 5. I like to try to help others know God better.
- ___ 6. I don't mind being seen with people who aren't popular.
- ___ 7. When I see needy people on cold nights I really feel like inviting them to my home.
- ___ 8. In a group I'm usually the one who decides where we go and what we do.
- ___ 9. I like to tell others about my relationship with God.
- ___ 10. I have confidence that God will get me through both good and bad times.
- ___ 11. I like doing jobs that most people don't want to do.
- ___ 12. I am known for my positive attitude.
- ___ 13. I get a real kick out of giving stuff away.
- ___ 14. I like studying the Bible so I can explain it to others.
- ___ 15. I like to pray for and with others.
- ___ 16. I like to work with disabled people.
- ___ 17. I like having friends come to my house.
- ___ 18. I like to organize and motivate groups of people.
- ___ 19. I often make discussions relate to God.
- ___ 20. I believe that God can do things that seem impossible.
- ___ 21. I have helped other people so their work was easier.
- ___ 22. I like to help sad people feel better.
- ___ 23. I try to be smart with my money so that I can give money to people who need it.
- ___ 24. I like learning and studying the Bible.
- ___ 25. I would love to lead a Bible study.

- ___ 26. I feel very sympathetic toward the needy.
- ___ 27. I don't feel disrupted when there are guests at my home.
- ___ 28. I have encouraged others to finish a job.
- ___ 29. I would like to help someone else become a Christian.
- ___ 30. I have confidence that God will keep his promises even when things are bad.
- ___ 31. I don't mind doing little jobs that other people don't consider important.
- ___ 32. I can encourage others through what I say.
- ___ 33. I know that God will meet my needs, so I want to give freely to others.
- ___ 34. I can show others what different ideas in the Bible mean.
- ___ 35. I like to serve people to show that God cares for them.
- ___ 36. If a friend is sick, I call to see how he/she is doing.
- ___ 37. I like having company come to my house.
- ___ 38. I would like to lead, inspire, and motivate people to do God's work.
- ___ 39. I would like to tell others that Jesus is the Savior and help them see the positive results.
- ___ 40. I trust that I can call on God and know that he will be there when "impossible" situations happen.
- ___ 41. Sometimes when I do jobs, nobody notices, but I don't mind.
- ___ 42. I like it when people are happier after I have talked to them.
- ___ 43. I have given away my money or belongings to those in need.
- ___ 44. I like to show others how to find answers on their own.
- ___ 45. I like to help bring people back to Christ who have wandered away from him.
- ___ 46. When I see a homeless person, I really want to help.
- ___ 47. My friends come over to my house because they feel comfortable there.
- ___ 48. When I'm in a group, people often look to me to take charge.
- ___ 49. I take any opportunity I can to tell people about Christ.
- ___ 50. When everything looks bad, I can still trust God.

Note: this inventory has been adapted from one in "Developing Student Leaders" by Ray Johnston (Youth Specialties/Zondervan, 1992).

Spiritual Gifts Inventory Tabulation

1. Put your response (0 to 3) to each inventory statement on the previous page in the blank next to the appropriate number on the chart below.

2. Now add up the numbers going across the blanks in each row and record them in the box under “TOTAL”.

					TOTAL	GIFT
1__	11__	21__	31__	41__		A
2__	12__	22__	32__	42__		B
3__	13__	23__	33__	43__		C
4__	14__	24__	34__	44__		D
5__	15__	25__	35__	45__		E
6__	16__	26__	36__	46__		F
7__	17__	27__	37__	47__		G
8__	18__	28__	38__	48__		H
9__	19__	29__	39__	49__		I
10__	20__	30__	40__	50__		J

Explanation of spiritual gifts

GIFT A: **Helping.** The ability to assist and serve other people.

GIFT B: **Encouraging.** The ability to support people and help them to regain hope.

GIFT C: **Giving.** The ability to give your time and money so that it can be used for God’s work.

GIFT D: **Teaching.** The ability to teach the Bible in such a way that people learn and grow.

GIFT E: **Pastoring.** The ability to effectively guide and care for people in their walk with God.

GIFT F: **Mercy.** The ability to act out of compassion toward those who are suffering.

GIFT G: **Hospitality.** The gift of being friendly and generous to guests.

GIFT H: **Leading.** The ability to motivate others to use their spiritual gifts and to do their best for the work of the Lord.

GIFT I: **Evangelism.** The ability to help others to come to know Jesus personally.

GIFT J: **Faith.** The ability to have a confident belief that God will always do what is the very best.

Spiritual Gifts Assessment

Determine your results as follows: If the score in the “TOTAL” section is...

12—15: There may be great likelihood that God has blessed you with this spiritual gift.

8—11: There may be a strong likelihood that God has blessed you with this spiritual gift.

4—7: There may be a good possibility that God could be developing this gift in you.

0-4: You are not likely gifted in this area.

Based on this assessment, list below the three spiritual gifts where you scored highest:

- 1.
- 2.
- 3.

Take special note of any other scores of 9+ and consider that God may be gifting you in ways that you have not yet discerned.

Provide examples of how you have exercised these gifts in real life situations. In what ways will these gifts equip you to be an able pastor?

Heart

Your heart is the real you, what you love to do, your passion. Your heart determines why you say, feel and act the way you do. Our unique emotional heartbeat races when it encounters activities, subjects or circumstances that interest us. We can choose to use this internal guidance system as a tool for ministry. Effective and enthusiastic people work in their passion area and have discovered the joy of being fulfilled. Look at your past accomplishments in order to identify those things which you did well and enjoyed.

Matching Your Experiences and Interests to Ministry

Consider your spiritual shape and honestly grade the following ministry areas:

- EP** – Experienced and Passionate
- E** – Experienced, but not Passionate
- NI** – Non-experienced, but Interested
- N** – Non-experienced, Low Interest

Teen Sunday School or Small Groups	___
Adult Sunday School or Small Groups	___
Children’s Church/ VBS	___
Speaking (Sermons or Bible Studies)	___
Community Outreach/ Community Networking	___
Building and Sustaining Relationships with Children	___
Building and Sustaining Relationships with Teens	___
Building and Sustaining Relationships with Adults	___
Youth-related Camps/ Retreats/ Mission Trips	___
Adult-related Camps/ Retreats/ Mission Trips	___
Working with Leadership Teams or Committees	___
Worship Leading/ Worship Team	___

Interject more detail about areas of service where you have passion. Describe the five most interesting and compelling characteristics the church you desire to pastor will have 3-5 years from now.

Abilities

These are the abilities that we all have, but that we may not be aware of. We were born with some natural abilities that can be discovered by looking at our past accomplishments. The vocational skills we have are also usable in God's work for the benefit of the body of Christ. When God gives us a divine assignment, he equips us through his Spirit with the abilities to carry it out. God places people in churches with the abilities needed to carry out the ministry that God has for that church.

One of the abilities that God gives to leaders in the Body of Christ is a particular leadership "style." Several are listed below. Which is yours?

- **The visionary leader** – they are future oriented and have definite ideas of a preferred destination and a strong desire to communicate that vision. They get people out of a rut and stir them into action.
- **The directional leader** – they have an uncanny sense of what to do at crossroads. They are clear thinkers and insightful planners.
- **The strategic leader** – they know how people think and function. They have an excellent sense of timing, of direction and of planning. They do not cling to the past but plan for the future.
- **The managerial leader** – they do things right. They chart things in an orderly fashion, set up workable systems, evaluate performance, oversee direction, and make wise use of resources, manpower and finances.
- **The motivational leader** – they know how to read people, inspire them and lift morale. They are skillful at discerning people's needs and expectations and encouraging them to bigger challenges.
- **The shepherding leader** – they capture their followers' hearts by nurturing and loving them. They are pastoral in outlook and can develop a loving, successful fellowship.
- **The team leader** – they know they will need the right people around them to do the right jobs in order to get the right results. They share responsibility and can build high trust, which is a high motivational influence.
- **The entrepreneurial leader** – they give birth to new ventures and launch new ideas. They are good starters and should eventually give over to those with a managerial or a shepherding style.
- **The re-engineering leader** – they can take on an organizational mess and orchestrate a turnaround. They help ministries that have lost their way and give them meaningful direction.
- **The bridge building leader** – they build trust among workers and get them working in 'sync.' They are excellent coordinators.

Identify the top 2-3 "Leadership Styles" that best define you:

1. _____ 2. _____ 3. _____

Describe how you have exercised your leadership style in the following: a.) In a team-building experience, b.) In a service project, c.) In a personal relationship of leading someone to know Christ, and helping someone to grow in spiritual maturity, d.) Outside of church-related activities

Personality

God has wired each of our temperaments in a unique way. To identify your personality type take the following survey which identifies the “relationship style” that is yours (answer the following questions as if you were on vacation, free from stress, expectations and hurry) :

Relationship Styles Self-Assessment

This is an informal survey, designed to determine how you see yourself interacting with other people. There are no wrong answers. Base your responses to the statements on how you actually behave, not how you want to behave. Fill out the survey as if you were on vacation with no deadlines, demands, or agenda.

Instructions:

The survey on the next page contains 18 pairs of statements. For each pair, distribute three points between the two alternatives (A and B), depending on how characteristic of you each statement in the pair is. Although some pairs of statements may seem equally true for you, assign more points to the alternative that is more representative of your behavior most of the time. For example:

- If A is very characteristic of you and B is very uncharacteristic of you, write “3” next to A, and “0” next to B.
- If A is more characteristic of you than B, write “2” next to A and “1” next to B.
- If B is very characteristic of you and A is very uncharacteristic, write “3” next to B, and “0” next to A.
- If B is more characteristic of you than A, write “2” next to B, and “1” next to A.

After you have marked answers to all 18 pairs of questions, set the questionnaire aside. It will be scored later in this session.

****Remember—the numbers you assign to each pair must add up to three (no fractions).**

1A ____ I'm usually open to getting to know people personally and establishing relationships with them.

1B ____ I'm not usually open to getting to know people personally and establishing relationships with them.

2A ____ I tend to make quick decisions.

2B ____ I tend to take my time in making decisions.

3A ____ I'm usually guarded about other people's use of my time.

3B ____ I'm usually open to other people's use of my time.

4A ____ I tend to initiate interactions.

4B ____ I tend to wait for others to initiate interactions.

5A ____ I usually focus my conversations on the interests of the people involved, even if that means straying from the business or subject at hand.

5B ____ I usually focus my conversations on the tasks, issues, business, or subject at hand.

6A ____ I see myself as patient with others.

6B ____ I tend to get impatient with others.

7A ____ I usually make decisions based on facts or evidence.

7B ____ I usually make decisions based on feelings, experiences, or relationships.

8A ____ I tend to readily share my opinions and ideas

8B ____ I tend to keep my opinions and thoughts to myself.

9A ____ I tend to like to work with others.

9B ____ I tend to like to work alone.

10A ____ I usually ask questions or speak tentatively and indirectly.

10B ____ I usually make emphatic statements or directly express my opinions.

11A ____ I usually focus primarily on ideas, concepts, or results.

11B ____ I usually focus primarily on persons, interactions, and feelings.

12A ____ I usually use gestures, facial expression, and voice intonation to emphasize my points.

12B ____ I usually do not use gestures, facial expression, and voice intonation to emphasize my points.

13A ____ I usually accept others' points of view (ideas, feelings and concerns).

13B ____ I usually don't accept others' points of view (ideas, feelings and concerns).

14A ____ I view myself as one who avoids or minimizes risk in most situations.

14B ____ I see myself as a risk-taker in most situations.

15A ____ I tend to keep my personal feelings to myself.

15B ____ I tend to share my personal feelings with others.

16A ____ I usually seek out new or different experiences and situations.

16B ____ I usually choose known or similar situations and relationships.

17A ____ I tend to avoid or minimize physical contact with other people.

17B ____ I tend to initiate and accept physical contact with other people.

18A ____ I tend to avoid conflict and confrontation.

18B ____ I tend to confront conflict quickly and directly.

Relationship Styles Self-Assessment Scoring Sheet

Instructions:

Transfer your scores from the survey to the table below.

** Note: sometimes the "A" response appears first; sometimes the "B" response is first.

Open	Guarded	Direct	Indirect
1A	1B	2A	2B
3B	3A	4A	4B
5A	5B	6B	6A
7B	7A	8A	8B
9A	9B	10B	10A
11B	11A	12A	12B
13A	13B	14B	14A
15B	15A	16A	16B
17B 0	17A	18B	18A
Total:	Total:	Total:	Total:

**Note: the totals from the two columns to the left should add up to 27 and the totals from the two columns to the right should add up to 27.

Now, compare the totals in the *Open* and *Guarded* columns. Which is highest? Write the highest score in the blank below and circle the corresponding column heading:

_____ Open or Guarded _____

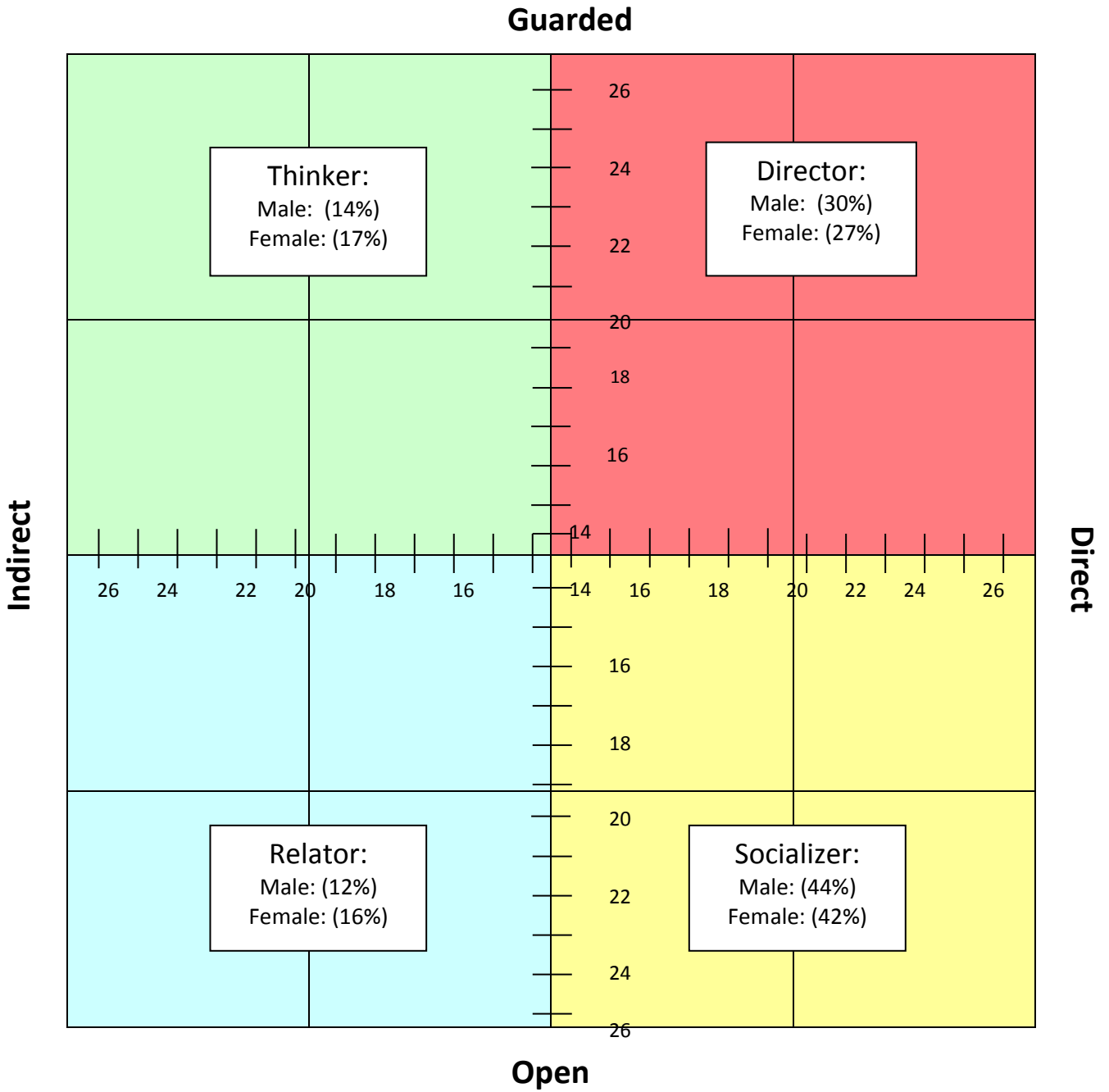
Next, compare the totals in the *Direct* and *Indirect* columns. Which is highest? Write the highest score in the blank below and circle the corresponding column heading:

_____ Direct or Indirect _____

Relationship Styles Self-Assessment Results Graph

Chart your relationship style

Now plot the single point on the graph below that corresponds with the two numbers you just determined.



Understanding the relationship styles

A particular relationship style is related to how you are “wired” relative to the two axes on the previous graph. One axis has to do with being direct or indirect in how you relate. The other has to do with being open or guarded in how you relate. The following chart summarizes the primary characteristics of each.

<u>Direct</u> Takes risks Swift decisions Confronting, expressive Impatient Talks and tells Outgoing Offers opinions freely	<u>Indirect</u> Avoids risks Cautious decisions Less assertive Easygoing and patient Listens and asks Reserved Keeps opinions private
<u>Open</u> Relaxed, warm Likes opinions Relationship-oriented Readily shares feelings Flexible about time Feeling-oriented Spontaneous	<u>Guarded</u> Formal, proper Favors facts Task-oriented Keeps feelings private Disciplined about time Thinking-oriented Prefers planning

Put the two axes together and you get a composite profile. These composites tend to boil down to four relationship types or ‘styles’ that are defined and described as follows:

Directors (reds): guarded/direct
Strengths: administration, taking initiative
Weaknesses: impatience, insensitivity
Irritation: indecision
Goals: productivity, control
Fear: being hustled
Motivator: winning; show goals done

Relators (blues): open/indirect
Strengths: serving, listening
Weaknesses: oversensitivity, indecision
Irritation: insensitivity
Goals: acceptance, stability
Fear: sudden change
Motivator: involvement; listen, heed

Socializers (yellows): open/direct
Strengths: persuasion, interacting with others
Weaknesses: disorganization, carelessness
Irritation: routine
Goals: popularity, applause
Fear: loss of prestige
Motivator: recognition; trim paperwork

Thinkers (greens): guarded/indirect
Strengths: planning, analyzing
Weaknesses: perfectionist, overly critical
Irritation: unpredictability
Goals: accuracy, thoroughness
Fear: criticism
Motivator: progress; give projects

What does this knowledge about your relationship style tell you concerning possible strengths and weaknesses as it relates to pastoral leadership?

**Do you see yourself flexible in working with various people groups, races and personality styles?
How well do you relate cross-generationally?**

Are you willing and available to serve in any region of the U.S. or do you have a definitive preference?

Priorities: Rank the following list in priority from 1 to 4, with 1 being the highest based on your personal conviction and how you function in a work place environment. This is not a “right and wrong” exercise, but another snapshot revealing more of your personality.

___ Results

___ Relationships

___ Projects

___ Ideas

Experience

God uses our experiences to teach us to trust him, to build our character, and to accomplish his purposes as we allow him to use our experiences to minister to others. Since our greatest life messages often come out of our weaknesses and our weakest moments, not out of our strengths and victories, we need to take a good look at our painful experiences and what our trials have taught us. God never wastes a hurt or bad experience. Along with these tough times are other experiences to draw on: spiritual experiences (meaningful times with God), educational experiences, and ways we have ministered in the past.

Describe any businesses, ministries or other endeavors you have started from scratch.

What is your biggest disappointment in ministry? Explain the details and process.

What has been your most rewarding experience in serving God and people? Explain the details and process.

Write out your personal mission statement. Add a sentence or two that describe examples of how you have personally lived out this statement within the last 1-3 years.

CONSTRUCTING A LIFE MISSION STATEMENT

What is the lifetime NOUN that describes you? (e.g. Friend, Mentor, Writer, Leader, etc./ consider the scriptures that influence you)

What are the VERBS of impact that describe your actions? (e.g. Inspire, Teach, Love, Guide, Challenge, Give, Change, Create etc.)

Who are the PEOPLE GROUPS that you impact? (e.g. Family, Friends, Neighbors, Co-workers, Youth, Elderly, Homeless, etc.)

What is the END PRODUCT of your life's efforts? (e.g. Make more Christ Followers, Serve Others, Create a Foundation, Leave a Legacy of a Faithful Family, Build a Business, Produce Leaders etc.)
