



Intern Application

Personal Details

Name:

Email Address:

Phone Number:

Current Address:

Current Age:

Birthdate:

Are you married or engaged?

If married, what is the name of your spouse?

Have you been divorced?

Do you have children?

If so, what are their ages?

Are you a citizen of the United States?

Do you have a valid Driver's License?

Have you ever been convicted of any crime other than a minor traffic violation?

Have you ever been involved in a crime with attempted or actual sexual molestation or exploitation of a minor?

Experience

Tell us about your work history (please attach your resume):

Share your educational experience:

Tell us about your current church and your volunteer involvement:

Share your story about your relational journey with the Lord:

Provide a 3-5 minute video explaining why you want to become an Intern with Grace Communion International. Provide the YouTube URL where the video can be found here:

Describe how others have either affirmed or expressed concern over your decision to apply for a GCI Internship:

Provide names and contact information (phone and email) for three mentors, pastors, co-workers who can provide references for you:

- 1.
- 2.
- 3.

Getting to Know You

Social Media (if applicable):

- Provide your Instagram Profile URL:
- Provide your Facebook Profile URL:
- Provide your Twitter Profile URL:
- Take the free 16 Personalities profile exam at www.16personalities.com and share the results with us.
- Take the free 5 Voices: *How to Communicate Effectively With Everyone You Lead* personal assessment at www.5voices.com and share the results with us.

What would you like to tell us about yourself?

Why should you be accepted as our next GCI Intern? Be as specific and detailed as possible.

Getting to Know Grace Communion International

- Browse our denominational website at www.gci.org
- Read the GCI Statement of Beliefs at www.gci.org/aboutus/beliefs
- Read about GCI's biblical theology at www.gci.org/god/revealed
- Watch the brief "We Are GCI" video from the latest Denominational Conference at <https://www.youtube.com/watch?v=yupDm-93gn0>

What questions do you have about Grace Communion International?

Next Steps

1. Read the *GCI Intern Ministry Description and Responsibilities Summary* (p. 5).
2. Read the *Code of Ethics for Interns of Grace Communion International* (p. 8).
3. Read and sign the *Agreement for Interns of Grace Communion International* (p. 10).
4. Once your application is reviewed and accepted, the Intern Program National Coordinator will contact you for a one-on-one phone interview and to schedule a video conference interview (see #5).
5. A one-hour video conference interview will be conducted with you, the Intern Program National Coordinator, the Regional Pastor from the area of potential placement, and the Lead Pastor from the church of potential placement.

GCI Intern Ministry Description and Responsibilities Summary

GCI EMPLOYEES ARE “AT WILL” EMPLOYEES. THIS MEANS THAT BOTH GCI AND THE EMPLOYEE HAVE THE RIGHT TO TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR PRIOR NOTICE. ANY ALTERNATIVE JOB ARRANGMENT CAN ONLY BE OFFERED BY APPROVAL OF THE BOARD OF DIRECTORS.

Description and Purpose

The GCI Internship is a 2.5-year training program for young ministers of the gospel who are passionate about Christ’s mission in a local Grace Communion International church all while furthering their personal development in pursuit of a Master’s degree at Grace Communion Seminary. One of the primary objectives for the Intern is personal and corporate ministry development and exploration as they follow the lead of the Holy Spirit. Interns will be trained in the Christ-centered ministry principles of incarnational connection, inclusive gathering and intentional formation all while deepening their own rootedness in our Lord and the fellowship of the Triune God.

The denominational purpose is to identify and develop the future pastors, church planters and ministry leaders of GCI. At the conclusion of the internship, the Intern should know if they desire to apply for the GCI Pastoral Residency program (pastoral apprenticeship), or pursue volunteer ministry opportunities within a GCI church.

Strategic Development

The development of the Intern as a maturing Christ-follower, minister of the gospel and an emerging leader in the church is paramount as they continue to explore their calling from Christ. Consistency and reliability is vital in ministry. The Intern must commit to healthy rhythms of life empowering strong Spirit-led awareness, initiative and ability to serve as a ministry leader. This includes practicing the spiritual disciplines of prayer, Scripture reading, meditation, communion and fellowship with the people of the church, adequate rest, good nutrition and exercise.

Since the Triune life and ministry are about abiding relationship, the Intern should prioritize the following:

- With Christ: Nurture your relationship with Christ through the Holy Spirit and in communion with the Father. Be devoted in prayer. Stay healthy! You can’t give to others what you don’t already have.
- With Leadership: Stay accountable to your Pastor Supervisor and the Intern National Coordinator. They are here to serve and guide you. Don’t miss the opportunity to have these ministry veterans pour their experience into you.
- With Your Church: Love the people and enter into deep, abiding fellowship with them. Your life will be enriched greatly by them, if you allow it.

Practical Implications for Development

- Each Intern will be assigned a Ministry Coach from GCI. You will meet with the Coach for one-hour once every three weeks by phone or video conference. The design is for 16 coaching sessions per year. Your Coach seeks to draw out what the Holy Spirit is prompting you to do to more fully live out this season of ministry. Prior to the first coaching conversation, the Intern will have a video conversation with the Coach, Intern Coordinator, Pastor Supervisor and Regional Pastor to ensure everyone is on the same page regarding goals and ministry action plan.

- The Lead Pastor of the church where the Intern has been placed is the on-the-ground Supervisor. The Intern will meet with their Pastor for at least 2 hours each week. The purpose of the time together as Pastor and Intern is for the Intern's development as a minister of the gospel. This may include:
 - life-on-life mentoring (being apprenticed in ministry and sharing in each other's personal lives)
 - developing then managing progress of a ministry action plan for the Intern
 - managing progress of Intern's ministry work
 - pastoral counseling
 - living out intentional formation through prayer and Scripture reading
 - living out incarnational connection by mentoring the Intern on how to be available and present to the outside target community of the church through engagement of local schools, civic projects, sports activities, etc.
 - living out inclusive gathering by equipping the Intern to be a pursuer of people – all kinds of people – through personal invitations to participate in a worship service, small group or ministry function of the church.
 - development as a small group facilitator
 - preparations for launching an evangelistic, community-based small group
 - fundraising development and progress
 - pastoral team leadership meetings
 - sermon prep
 - calls with Intern Coordinator
- The Intern will invest 20 hours of ministry work for the local church each week. Ministry work is up to the discretion of the pastor supervisor but should include one or more of the following:
 - youth ministry
 - children's ministry
 - worship ministry
 - community outreach and engagement
 - young adult ministry
 - small groups preparation and delivery
 - preaching preparation and delivery
 - meetings with pastor and/or pastoral team
 - engagement at local school
- The Pastor Supervisor and Intern should agree upon a consistent weekly schedule for the 20 hours of ministry and should provide the schedule to the Coordinator of the Intern Program.
- The Intern will generally take two courses each semester at Grace Communion Seminary (offset by the Intensive offered each year at the Intern Orientation). GCS work does not count toward 20 hours of ministry per week for the church. Seminary expenses (tuition and textbooks) will be covered by the local church where the Intern is placed. The Intern is expected to maintain a 3.0 or higher grade point average. The GCS coursework will provide a rich learning experience in theology and ministry for the Intern.
- GCI Interns should attend the GCI Denominational or Regional conferences (depending on rotation), Intern Orientation (each year) and one GenMin camp during the summer of the first year of Intern participation. Conference, event and travel expenses for the Intern should be covered by the local church.
- Interns will participate in a group video conference with the National Coordinator of the Intern Program once every three weeks for one hour each. The video conferences will be used to provide additional coaching for the Interns, communicate administrative needs, to manage Intern progress and to listen to the needs of the group. Besides the video conferences, the Intern Coordinator will have a one-hour phone call with each Intern monthly.

- Church attendance and active engagement will need to be consistent and weekly. Love the people of the church – it's Christ's body!
- Interns are strongly encouraged to participate in a church small group during the first year of the program. During the 2nd year of the program, the Intern should attempt to launch an evangelistic, community-based small group where most of the participants are not church members, but people gathered from the community.
- The Interns will have reviews conducted twice a year with Intern Coordinator, Pastor Supervisor, Ministry Coach and Regional Pastor. This will be an opportunity for the Intern to be encouraged, supported, challenged and be given further direction in their development as a minister of the gospel.
- Interns will be asked to fundraise \$7,500 per year and \$18,750 over the 2.5 year period of the internship. Donated monies will be used to equally replenish the local church's investment and the GC Next Fund in the compensation of the Intern. Fundraising is a spiritual act of worship and invitation to others to participate in Christ's ministry to and with the Intern. Don't let this stress you out Interns – seeing the Lord's provision feeds your faith!
- Upon completion of the internship, each Intern will be required to participate in an Exit Interview with the Intern Coordinator, Pastor Supervisor, Ministry Coach and Regional Pastor.

Administrative:

- As a faithful part-time employee of Grace Communion International, Interns and Pastor Supervisors are expected to sign the Intern's weekly time card no later than each Monday at 12pm EST/9am PST. Each hour must be accounted for. Interns cannot complete a time card with more than 20 hours. If the Intern doesn't work 20 hours, the actual time work must be reflected.

Key Competencies in Intern Development:

- Knowledge of Trinitarian Theology and how it informs GCI doctrine
- Gathering Skills
- Fundraising
- Small Group Facilitation
- Ministry and church leadership
- Preaching
- Community Engagement

Code of Ethics for Interns of Grace Communion International

Summary

The Code of Ethics for Interns is designed to edify the body of Christ. The code is intended to be a living document that helps shape your actions as you constantly seek to reflect Christ's will for you as an Intern in his church. Ethics provides a framework for how people make decisions and judgments and how you act on them. Decision-making for the Christian is ethical when it is firmly grounded in the Word of God and led by the Holy Spirit, for it is only in these that you find a basis for understanding the will of God. As emerging church leaders, you must submit yourselves to the lordship of Christ and allow the Holy Spirit to guide you in the application of ethical principles of Scripture. Your Christian conduct must be based on the life and teachings of Jesus, the teachings of biblical writers and the guidance of the Holy Spirit. The New Testament calls for a high standard of reputation, ethics and conduct for you as emerging leaders in the church.

Responsibility to God

Knowing Jesus Christ is the living Head of the church, I will strive to conduct myself in a manner that brings glory to him. This means I will strive to:

- be a responsible, servant-hearted minister of the gospel reflecting Christ's life in all you do.
- exercise faithful stewardship in my devotional life through the use of spiritual disciplines, the gifts of the Spirit and acts of service.
- exercise faithful stewardship of financial, physical and intellectual resources.
- accept accountability for all my actions and avoid situations that could reflect negatively on the name of Jesus Christ.
- maintain sexual wholeness and integrity. This includes chastity outside of marriage and fidelity in a marriage relationship. Avoid the appearance of impropriety with the opposite gender.
- exercise responsibility in the use of alcohol.

Responsibility to the Denomination

As an Intern of Grace Communion International, I have a responsibility of loyalty to ecclesiastical supervisors including the Pastor Supervisor and National Coordinator of the Intern Program. This means I will strive to:

- prayerfully study all doctrinal materials presented by the denomination and embrace our Christ-centered, Incarnational Trinitarian theology.
- support and carry out all administrative decisions and policies of ecclesiastical supervisors. If I cannot in good conscience do this, I will immediately notify my supervisors.
- cooperate with, and seek assistance from my Pastor Supervisor and the Coordinator of the Intern Program, peers and members of my congregation in order to acquire information and to receive training that is relevant to my assignment as an Intern.
- conduct myself responsibly on social media. This includes avoiding the appearances of wrong-doing or posting hurtful or divisive commentary.
- support and promote the global mission of the church.

Responsibility to the Congregation

As a member of the Body of Christ being expressed in the form of the local church, I will strive to:

- be a good steward of my time, talent and treasure. I will honor the 20 hours of part-time work in the church by being a dedicated and consistent participant.
- be a faithful fundraiser to help cover the investment the local congregation has provided to support your compensation.

- be committed to prompt reconciliation of interpersonal conflicts.
- be trustworthy in all areas of confidentiality, except as I am legally bound to disclose. I will not betray the trust of a member by disclosing personal information about that person to others without that person's knowledge and consent.
- be fair and consistent in my dealings with parishioners.
- honor and respect other cultures, genders and races.

Responsibility to the Local Community

The local church is an integral part of the community in which it resides. An active, appropriate role in the community serves as a Christian example of love and is a witness to the gospel of Jesus Christ. This means I will strive to:

- be a responsible member of my community.
- accept reasonable responsibilities for community service, recognizing this is a function of my public ministry.
- encourage the involvement of the congregation in appropriate community events.
- comply with the laws of my government as long as they do not conflict with the teachings of Jesus.
- not allow my political stances to create polarization within the congregation, or to be a focus in ministry to others.

Agreement for Interns of Grace Communion International

I understand, if accepted into the Intern Program, I will be entering a 2.5 year leadership development track with Grace Communion International in the context of a local GCI church. The purpose of the Internship is to deepen my relationship with Christ, to make disciples, to be trained in pastoral ministry and church planting all while pursuing a Master's degree in Grace Communion Seminary and maintaining an A or B average in all coursework. I have read and understand the GCI Intern Ministry Description and Responsibilities document including the weekly hours of ministry work and fundraising goals. I have read and agree to the Statement of Beliefs and to read and agree to adhere to the Code of Ethics for Interns of Grace Communion International. Upon successful completion of the 2.5 year program, I understand I can then apply to be accepted into the GCI Pastoral Residency Program if the Lord is compelling me toward Senior Pastor leadership or similar track in GCI. If you are accepted into the GCI Intern Program, a formal background check will be conducted.

I certify that all information I have provided in this application and the supporting documentation is true and correct.

Signed:

Date:

Limited Disclosure Authorization and Waiver of Liability Agreement

In consideration for the opportunity to apply for this Intern Program, I, the undersigned, hereby agree to the following:

1. Limited Disclosure Authorization. I authorize Grace Communion International ("GCI") or its designee (which may include, for example, a GCI officer, regional pastor, or lead pastor) or other decision maker (collectively, "Designee") to disclose to any regional or lead pastor who has a need to know any information concerning my conduct in and cooperation with GCI, including information I have provided in this application or that GCI discovered as a part of the application process.
2. Waiver. I agree to release, waive, discharge, and covenant not to sue GCI and all Designees from liability for any and all claims resulting from any loss, damage, or personal injury arising from the disclosure of information authorized under this agreement. I expressly agree that this waiver is intended to be as broad and inclusive as permitted by law and that if any portion is held to be invalid, the balance will continue in full legal force and effect. This waiver contains the entire agreement between GCI and the undersigned with respect to the subject matter, and the terms of this waiver are contractual and not merely a recital.

I further agree that this limited disclosure authorization will remain in full legal force and effect as long as I am a member of or an intern with GCI and that the waiver will survive my membership in and internship with GCI.

I have carefully read the foregoing limited disclosure authorization and waiver provisions, and understand their contents. I sign this limited disclosure authorization and waiver of liability agreement voluntarily and of my own free will. I understand and acknowledge this is a legally binding agreement."

Signed:

Date: