



Pastoral Internship and Residency

Overview and Purpose

We believe that a combination of seminary and training in the context of the local church is the best combination for developing pastors. Our aim is for interns to grow in affection for God, character, and competency to serve in the church. The internship will also help interns clarify their potential future ministry direction and next steps. Our aim is to raise leaders to make disciples and to plant and strengthen churches among our neighbors and the nations.

There are two types of pastoral training programs available:

1. **A 9-month Residency.** This is for men who desire to be trained for gospel ministry prior to or after completing seminary. It typically runs from September 1 through May 31 and involves 30 hours/week.
2. **A 1-Year Internship (renewable up to three years).** This is for men who are concurrently pursuing an MDiv seminary training, and involves approximately 20 hours/week.

Values and Emphases

The internship will be marked by these emphases:

- *Gospel Culture:* We cultivate an ethos in our church community that reflects the gospel. We want to humbly welcome, serve, and honor one another as Christ welcomes, serves, and honors us.
- *Apprenticeship-Oriented:* Much of what we hope for interns to learn must be both taught and caught. Although we have many “guides” in Christ, we also need spiritual fathers (1 Cor. 4:15). We seek to provide this kind of relational training.
- *Church-Focused:* We believe ministry leaders are best equipped through a partnership with seminaries and the local church. We complement seminary by providing an intentional context to grow in the character and skills needed for healthy ministry in the church. Areas of emphasis include making disciples, cultivating a gospel culture, encouraging others, communion with God, true friendship, mission, personal sanctification, sustainability in ministry, and humble leadership.
- *Historically-Enriched:* While we need to understand our 21st century context, many ministry trends have not produced fruitful disciples. Some of the best examples come from our heritage. Reading will draw from some of the best in our history—Augustine, Luther, Calvin, Goodwin, Newton, Edwards, etc.
- *Well-Rounded:* Ministry leaders need to be trained to grow in both doctrine and character. They also need to be exposed to the whole life of a church—not only to its strengths, but also its weaknesses. Our internship will focus on forming well-rounded, healthy leaders for sustainable ministry.

Structure and Responsibilities

This program divides its time between study, conversation, ministry exposure, and experience. It provides mentoring, teaching opportunities, and growth in ministry skills.

Study and Reflection

We focus on areas of study in line with the values and emphases of our internship noted. The intern will also write reflection papers which will be discussed with one of the pastors.

Pastoral Mentoring

The intern will meet weekly with one of the mentor-pastors for the internship. The intern will also meet weekly with one of the other ministry staff members or ministry leaders.

Ministry Experience and Leadership Development

- Participate in weekly staff meeting
- Engage in bi-weekly meetings with various leaders and members: The intern will arrange individual meetings with various ZF leaders to learn about spiritual growth and local church ministry.
- Various opportunities to teach and disciple.
- Co-lead a small group and assist in the leadership of a particular ministry.
- Observe and debrief elders' meetings each month.
- Weekly meeting to discuss the principles and practices of Christ-centered biblical exposition.
- Engage in a number of opportunities by participating or shadowing a leader: For example, Small Group Leadership meetings; funeral and wedding process; Simeon Trust preaching workshop, hospital visitation; meetings for elders, deacons, youth group, etc; membership course; welcome team; men's ministry.

Assumptions

We have three assumptions for those who participate as ministry interns and residents:

1. They will cultivate a daily habit of communing with God through meditating on God's word and prayer. This is not officially part of the internship, but is a required foundation for the residency to be fruitful.
2. They will be all-in and committed to fulfilling expectations. This includes completing assignments on time, taking initiative in conversations, and seeking to glean from various readings and experiences.
3. They will view themselves as servants and remain open to any kind of task they're called to fulfill. We seek to follow the example of Jesus, who did not come to be served, but to serve.

Details and FAQs

Is there a cost, or is financial assistance provided?

The internship is tuition-free, the cost of books is covered, and a stipend is provided to assist with living expenses.

1. Stipend for *1-Year Internship (renewable up to three years)*: \$18k/year.
2. Stipend for *9-Month Residency*: \$20k.

Is office space provided?

Yes, the intern will be provided office space. The intern will ideally use the office for a significant portion of time each week and will set specific office hours. This provides opportunities to get to know staff and members, to participate in the culture of the staff, and to experience daily church-office rhythms.

Is housing assistance available?

For the 9-month internship, we are committed to doing what we can to assist with housing. In some cases, and when available, we will be able to secure housing with a family of ZF. In other cases, we may be able to assist with the cost of housing. If we have multiple single interns, we would encourage them to live together as we provide some assistance.

What is the church and internships theological perspective?

We are broadly reformed and appreciate the confession statements of The Gospel Coalition and the 1689 London Baptist Confession. We are also baptistic in practice.

Who leads and oversees the internship and residency?

Drew Hunter provides the overall leadership for the internship and residency. Drew is the Teaching Pastor of Zionsville Fellowship, where he provides overall leadership, biblical teaching, and serves as an elder. He graduated from Moody Bible Institute and received MAs from Wheaton College Graduate School in Biblical Exegesis and Systematic & Historical Theology. He and his wife, Christina, have four sons.

Interns and residents will be paired with other pastoral mentors who serve on the staff of Zionsville Fellowship.

How do I apply?

For further questions, or to apply, contact Drew Hunter at dhunter@zionsvillefellowship.org