

OVERVIEW

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# GRACE INTERNSHIP & RESIDENCY PROGRAM

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The Grace Internship & Residency Program provides the access, training, and opportunities vital to developing and sending out the next generation of disciples and church planters.

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## VISION AND OUTCOMES

At Grace Christian Church we have a passion for and a commitment to Kingdom multiplication. We desire to make disciples who make disciples and to plant churches that plant churches. Recognizing many young pastors and leaders face a significant gap between formal education and practical experience, the Grace Internship & Residency Program was launched to serve as a bridge that will set the next generation of ministry leaders up for success. The goal of the program is the holistic development and sending out of emerging church leaders through mentoring, training, and practical ministry experience in a local church context.

### **We are looking for participants who:**

- Desire to advance the mission of disciple-making and church-planting.
- Are ready to be further equipped and trained for ministry through holistic (head, heart, hands) training and growth.
- Are future pastors or leaders trying to discern a call to ministry within the local church.

### **This is accomplished through an environment that:**

- Works to mold future ministry leaders, pastors, and church planters.
- Places a high value on personal discipleship and offers interns one-on-one spiritual mentorship with local church pastors/leaders.
- Challenges young leaders to develop character, grit, and perseverance by creating graceful but stressful situations in which to grow.
- Forms participants with a greater passion for the local church in love, service, and leadership.
- Focuses on sending participants out to other churches or new church plants upon program completion rather than retaining them at Grace.

## TRACKS

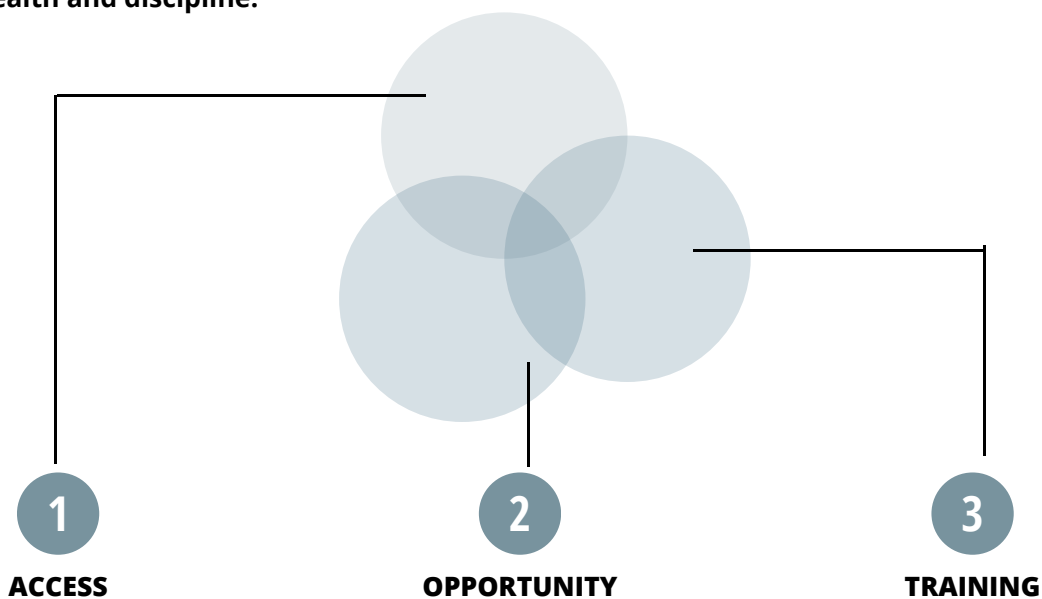
Upon acceptance to the program, each participant will enter into a specific ministry track. Tracks are determined in collaboration with the program director based on personal calling, experience, and interest. Each track will provide hands-on training and leadership opportunities in a specific ministry area. Track Coaches will function as staff mentors for each intern through the duration of the program. A complete listing of the available ministry tracks can be found on the last page of this overview.





# THE GRACE INTERNSHIP & RESIDENCY PROGRAM PROVIDES THE ACCESS, TRAINING, AND OPPORTUNITIES VITAL TO DEVELOPING AND SENDING OUT THE NEXT GENERATION OF DISCIPLE MAKERS AND CHURCH LEADERS.

GRACE CHRISTIAN IS COMMITTED TO BUILDING AND MULTIPLYING THE NEXT GENERATION OF LEADERS by bridging the gap between formal education and practical experience. Rather than spending time sitting in a class or doing menial volunteer tasks, we develop church leaders through up-front access to weekly operations and ministry systems, achievement-focused responsibilities, and personal discipleship to grow in spiritual health and discipline.



**BEHIND THE SCENES** Spend time partnering with Grace Staff during weekly office hours to plan, prepare, and provide effective ministry.

**BEYOND OUR WALLS** Be a part of changing the lives of others in our community by serving with local ministry partners and Grace Outreach events.

**BENEATH THE SURFACE** Sharpen your gifts and talents and push past your comfort zone through one-on-one development with your track Mentor.

**TRACK FOCUS** Take ownership within your ministry and build confidence in your leadership through hands-on experience.

**ALL-TEAM** Tackle projects where many hands make light work and discover what it means to build up the church, all while growing closer with the church staff.

**RETREAT** Close your intern experience with an all-class retreat focused on processing all you've learned and celebrating the completion of the internship session.

**MASTERCLASS** Learn directly from Grace pastors and staff members through leadership competencies that will stretch and equip you to succeed.

**COMMUNICATION COACHING** Sharpen your leadership communication skills through weekly role-playing scenarios and receive staff feedback.

**STUDY** Create intentional time to connect with God and your intern class in the midst of a busy schedule by joining in on a weekly, intern-led Bible study.





## PROGRAM OVERVIEW

<b>TERM</b>	The program operates on an annual cycle of three consecutive terms. Interns apply in the Spring for the Fall semester and commit to the year-long program, running through the following Summer.
<b>BENEFITS</b>	Grace offers a small weekly stipend to all Interns. We can also provide free lunch through our Early Learning Center, as well as free housing in a host home as needed.
<b>HOURS</b>	<p>This is a 40-hour/week, full-time program designed as an intensive training and development experience. It may be possible to take online classes while participating in the program, but interns enrolled in the program are requested not to have an additional job without first discussing it with program leadership. We want you to have the energy, time, and focus to make the most out of your residency as well as balance the other priorities in your life.</p> <p>Participants will work with the rest of the Grace staff Sunday-Thursday. The Grace offices are closed Friday and Saturday and these are considered "off" days.</p>
<b>WEEKLY OPPORTUNITIES</b>	<p><b>SUNDAY</b>—Gain valuable experience leading and serving with staff and volunteer teams in your track area. Learn how we do what we do with hands-on experiencing while contributing to the life and growth of the church. Worship with the Grace Christian Church family.</p> <p><b>MONDAY</b>—Participate in our weekly all-staff meeting where we pray for the congregation and discuss the progression of ministries and goals. If you are in the Preaching/Pastoral track, join the Teaching Team for a sermon planning session. Discover more about the DNA of our church in Grace Christian Essentials.</p> <p><b>TUESDAY</b>—Join the Grace staff in Communication Practice and, if required by your track, a Service Planning Meeting. Focus on personal development in the Leadership Lab or Practical Practices. End the day with Intern Bootcamp.</p> <p><b>WEDNESDAY</b>—Go deep with your cohort in Intern Underground. If required or available through your track, help plan and implement Grace Student Ministry programs.</p> <p><b>THURSDAY</b>— If you are In the Preaching/Pastoral track, join the Directional Leadership Team in talking about church planting vision and strategy. Thursdays are for Bootcamp as well!</p>





## **DEVELOPMENT HIGHLIGHTS**

Grace places special focus on personal development and growth through regular learning opportunities. Through our unique series of Master Classes and training sessions, interns will connect with various Grace staff members to expand their understanding of practical theology and discover practical tools for leadership.

### **INTERN UNDERGROUND**

Each week, interns will have the opportunity to "dig underground" and journal on root questions about their lives. Using Scripture as an anchor point, interns will study, pray, reflect, and discuss what God is revealing to them. Examples of some "root topics" include family of origin, identity, accountability, calling, and unity.

### **PRACTICAL PRACTICES**

Develop helpful skills for life like personal financial management and how to have crucial conversations.

### **LEADERSHIP PIPELINE**

Learn, observe, and implement the leadership competencies that contribute to a healthy culture of leadership development.

### **DISCOVER DISCIPLESHIP**

Discipleship is at the heart of any healthy church ministry, and it's at the heart of this program. Study the biblical basis for one-on-one discipleship, learn the vision and process for personal discipleship at Grace, and experience the transformational power of being discipled by a mentor during your time in IX.

### **COMMUNICATION PRACTICE**

Practice makes perfect, so practice we must! Each week, interns will participate with the entire Grace staff in communication practice. Through various role-playing scenarios, participants are given the opportunity to hone leadership communication skills while receiving real-time feedback and coaching.

### **BOOTCAMP**

Healthy leadership begins as an inside job—physically, mentally, and spiritually; as such, the holistic leadership development within this program includes a component of physical challenge. Interns will "do hard things" together by participating in a regular time of HIIT, CrossFit, or other aerobic training.





## PROGRAM TRACKS

Participants will select one track to enter for the duration of the program. Focusing on a specific ministry track provides the opportunity to learn and lead at a high level within a ministry context while also helping interns to evaluate strengths, weaknesses, and personal calling. The track options are listed below and include some program highlights.

### SPIRITUAL FORMATION

- SUPPORT WEEKEND EXPERIENCE
- EVALUATE AND DEVELOP POINTS OF CONNECTION AND "NEXT STEPS"
- ASSIST IN LAUNCHING AND REPRODUCING SMALL GROUPS

### PASTORAL

- PARTICIPATE WITH TEACHING TEAM IN PLANNING SERMONS AND SERIES
- OBSERVE PASTORAL CARE SITUATIONS
- SUPPORT STAFF DEVELOPMENT

### WORSHIP & PRODUCTION

- PLAN AND SCHEDULE WEEKEND WORSHIP SERVICES
- RECRUIT & TRAIN PRODUCTION VOLUNTEERS
- LEAD WORSHIP REHEARSALS AND SERVICES

### KIDZ CITY

- LEAD KIDS AND TEAMS DURING WEEKEND EXPERIENCE
- RECRUIT & TRAIN VOLUNTEERS
- DEVELOP CURRICULUM AND ENGAGE FAMILIES IN HOME DISCIPLESHIP

### COMMUNICATION & MEDIA

- SCHEDULE AND CREATE ENGAGING SOCIAL MEDIA POSTS
- DEVELOP COMMUNICATION STRATEGY TO DRIVE DISCIPLESHIP
- CREATE VIDEOS FOR SERMONS AND PROMOTIONS

### GRACE STUDENTS

- RECRUIT & TRAIN VOLUNTEERS
- ASSIST IN WEDNESDAY STUDENTS PROGRAMMING AND SMALL GROUPS
- PLAN AND EXECUTE EVENTS

## APPLY TODAY

Each year the Internship & Residency Program begins in the fall and runs through the following year. Applications are now being accepted for the 2023-2024 school year. All applications must be completed online at <http://gracechristian.tv/ixapp> and all required documents submitted before applicants can be considered.

### APPLICATIONS WILL INCLUDE ALL OF THE FOLLOWING:

- Personal information form (online)
- Submit a 90 second video ("selfie" format) explaining why this program interests you
- At least four recommendations including your pastor and one teacher/professor. References from family members are not permitted.
- Applicants wishing to enter the preaching, worship, or media tracks may be asked to submit additional materials.

