



Liberti Internship

Intern Guide

2023-24

Liberti Internship

Intern Program Overview



OVERVIEW

Liberti Church's internship program is designed to equip church leaders in a holistic manner that involves the development of *head* (knowledge), *heart* (character), and *hands* (skills) for the effective furtherance of the gospel of Jesus Christ. Overall, the internship is a theological (head), spiritual (heart), and practical (hands) ministry intensive to prepare for future gospel ministry in God's kingdom.

The internship program will help future leaders gain valuable experience and explore their calling to vocational ministry. Our goal is to set up interns with a network of relationships, greater personal awareness, team ministry skills, and insights from those who are a few steps further down the road than they are.

Interns will receive practical ministry experience through leading and serving in various ministries at Liberti Church. At each step of the way, they will be closely mentored, evaluated, and equipped to lead in the church. During their internship, they will be taught essential leadership skills and encouraged to further discern their calling in community.

We define a successful internship as one that will be used by God to bring about great character within the intern and to provide greater clarity for future ministry roles, whether vocational or non-vocational. Our desire is not just to use interns to do the work of ministry, but to use ministry opportunities in our Communion to develop interns into stronger and more effective leaders.

Throughout the course of this program, interns will:

- Grow and develop in particular areas, which we call Core Competencies (see below)
- Participate in a leadership development with leaders of Liberti Church
- Develop their own ministry identity as they learn to become the leader that God has called them to be
- Gain wisdom and insight from shadowing Liberti Church staff and lay leaders
- Explore and understand their core strengths and weaknesses as a leader
- Understand the dynamics of leading and serving in a local church

INTERNSHIP FRAMEWORK

1. Internships last 8 months. While we want to be flexible here, less than 8 months would "short change" the intern's development.
2. An assigned member of the staff team will mentor each intern, regularly meeting with them to set goals, delegate assignments, and provide counsel, correction and instruction with regard to the intern's ministry, character and team chemistry.
3. There is an entrance fee of \$1,000 to cover courses, books, time for Liberti staff, and a potential retreat.
4. Interns should plan to dedicate 15-19 hours on average per week to the internship program.

5. Internships are unpaid positions with the freedom to raise up to \$21,000 for the program. The entrance fee of \$1,000 can be included in the fundraised amount. Interns may also hold one other part-time position outside of the church so long as it does not conflict with the program.
6. Interns will participate in quarterly reviews. The intern's mentor will conduct the review to provide an honest and healthy forum for feedback that will benefit the intern, the mentor and the ministry. Additional staff may be present during these review periods to provide further guidance and/or directional leadership.
7. Interns will be assigned learning in various fields of theology, Bible, ministry and leadership.
8. Interns will be available to help with various tasks that may be outside of their primary area of interest and gifting.
9. A commitment to this internship includes substantial involvement in the life of Liberti Church. Interns are expected to regularly attend and participate in weekly worship services and other ministries and gatherings at a local Liberti church.
10. Interns are expected to immerse themselves in this program and devote their full ministry energies to it. Unless there are exceptional circumstances agreed upon at the start of an internship, interns are not permitted to split time between this internship and another congregation.
11. The type of life-on-life equipping and assessment we desire through this internship requires proximity. Therefore all interns are expected to commute in order to make Liberti Church one of their workplaces and be available to meet people at or around Liberti Church's facility.
12. Interns will be placed in Liberti churches that are healthy and growing but also have the capacity and willingness to take on interns.
13. All other pertinent details for the internship can be found in the Liberti Communion of Churches Unpaid Internship Agreement.

INTERNSHIP FOCUS

During the onboarding process, Liberti Church staff and the intern will work to craft the specifics of an internship in order to best serve and equip the intern. Depending on his or her potential and desired future ministry roles, the internship will include and rotate through one or more areas of focus. Several potential areas of focus include:

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Mercy ministry 2. Children and youth 3. Church administration 4. Music, art, and liturgy | <ol style="list-style-type: none"> 5. Small groups and discipleship 6. Connections and hospitality 7. Technology and communications 8. Local and global missions |
|--|--|

MEETING SCHEDULE

- Weekly gathered worship (specific responsibilities will vary)
- Weekly virtual cohorts and shared learning experiences
- Staff meetings (frequency is at the discretion of the staff and based on focus of the internship)
- Weekly meetings with your mentor
- Quarterly evaluations with mentor

READING/LEARNING COMPONENTS

Reading and learning components are adaptable to the specific intern and the potential future ministry calling. Below is a sample list of the kind of reading and learning components involved in an internship:

- *Celebration of Discipline* by Foster
- *Don't Waste Your Life* by Piper
- *The Drama of Scripture* by Bartholomew & Goheen
- *Life Together* by Bonhoeffer
- *Everyday Church* by Chester & Timmis
- *The Secular Creed* by McLaughlin
- *Discipling* by Dever
- *The Gospel-Centered Life* by Thune & Walker
- Virtual sessions with Liberti pastors and leaders

ATTITUDE AND POSTURE OF INTERNS DURING THE PROGRAM

Interns are to posture themselves in a humble manner, as learners and followers. Learning the discipline of “followership” is a critical step in the process of ministry training - you cannot be a good leader in the church if you are not first a good follower.

Interns must be patient as they learn more about themselves and their calling. Because calling is a matter of both internal and external affirmation, it requires being known in community. Emerging leaders, believing they are called internally, sometimes make decisions that shortcut their leadership training and character development.

It is critical, therefore, that the men and women in this internship program put themselves under the counsel and authority of godly leaders and learn to be imitators of them as they are of Christ (cf. 1 Cor. 11:1; 1 Thess. 1:6). Interns should understand that training for ministry is work that must be undertaken with all diligence and solemnity.

CORE COMPETENCIES OF INTERNS DURING THE PROGRAM

Through your time in the Liberti Internship, we will take time to help you grow and develop Core Competencies. Each competency unpacks a necessary area of personal development in kingdom ministry. Your investment of time will be a combination of reading, writing, personal assessment, and group gatherings. The competencies are as follows:

1. **Devotion:** Rooted in relationship with Christ, committed to holiness, regular in prayer and the Word, physical and emotional health, displaying the fruits of the Spirit.
2. **Calling:** Inward awareness of (as Frederick Buechner stated) “the place where your deep gladness and the world’s deep hunger meet,” affirmation by spouse and mentors, commended by other leaders and the church.
3. **Doctrine:** Clear understanding of sound doctrine, ability to winsomely communicate and defend biblical truth, know the difference between open and closed handed issues, showing grace toward those who disagree.
4. **Relationships:** Gracious interpersonal skills, relates well with believers and unbelievers, good listening skills, displays humility, patience, and compassion; if married, a healthy marriage, proactive leadership in the family, godliness in finances, sexuality, and homelife.
5. **Mission:** Committed to relationships with the lost, sharing the Gospel, and the missional aim of the local church.
6. **Discipleship:** A commitment to make, grow, and multiply disciples of Jesus Christ.
7. **Leadership:** Integrity, follow-through, courage, adaptability, and skills in leading others.

Liberti Internship

Core Competencies Overview & Readings



Purpose

The Liberti Internship will provide biblical training, help you discern your call, and prepare you for future work in the kingdom of God. However, our goal will be to help you personally grow and develop in particular areas, which we call Core Competencies. There are seven for interns, eight for ministry residents, and nine for church planting residents. The Communion as well as your mentor will keep you grounded and accountable to these in order to encourage and equip you for kingdom ministry.

Core Competencies¹

Through your time in the Liberti Internship, we will take time to study the Core Competencies. Each competency unpacks a necessary area of personal development in kingdom ministry. Your investment of time will be a combination of reading, writing, personal assessment, and group gatherings. The competencies are as follows:

1. **Devotion:** Rooted in relationship with Christ, committed to holiness, regular in prayer and the Word, physical and emotional health, displaying the fruits of the Spirit.
2. **Calling:** Inward awareness of (as Frederick Buechner stated) “the place where your deep gladness and the world’s deep hunger meet,” affirmation by spouse and mentors, commended by other leaders and the church.
3. **Doctrine:** Clear understanding of sound doctrine, ability to winsomely communicate and defend biblical truth, know the difference between open and closed handed issues, showing grace toward those who disagree.
4. **Relationships:** Gracious interpersonal skills, relates well with believers and unbelievers, good listening skills, displays humility, patience, and compassion; if married, a healthy marriage, proactive leadership in the family, godliness in finances, sexuality, and homelife.
5. **Mission:** Committed to relationships with the lost, sharing the Gospel, and the missional aim of the local church.
6. **Discipleship:** A commitment to make, grow, and multiply disciples of Jesus Christ.²
7. **Leadership:** Integrity, follow-through, courage, adaptability, and skills in leading others.
8. **Preaching³:** Christ-centered, expositional approach, and effective communication in teaching the Scriptures.

¹ These are adapted from Acts 29’s website: <https://www.acts29.com/competencies/>

² Church Planting Residents should also be able to formulate a strategic plan for multiplying disciples

³ Ministry Residents with pastoral emphasis and Church Planting Residents only

9. **Pioneering**⁴: Ability to start new ventures, missional innovation, cultural engagement, ability to cast vision and build a team.

Format & Schedule

You will gather weekly with your cohort. Weekly gatherings will be designed mostly for prayer and devotion and receiving new instruction.

Between each week, participants will be doing reading and writing assignments on their own. Returning Residents may be called upon to help lead sessions or activities for Interns and first year Residents.

All instruction will be led by Liberti pastors and “friends of the program.”

Reading & Assignments

In the weeks between all-days, participants should plan to dedicate time for reading and assignments each week in the four areas below. At a minimum, all participants should plan to complete the Competency Review and assigned reading. Interns and Residents will coordinate with their mentor to develop specific expectations and goals on the remaining reading and assignments. The assigned work will be as follows:

- **Book Reading:** Over the course of the program, we’ll read through a number of books. This way, as we study each competency, we’ll be able to discuss them. In addition to this reading, there will be additional books for each competency (if you feel so inclined to read them). These books will go into greater depth on the crucial concepts for that competency. Returning Residents will be given new books each year.
- **Competency Review:** The first step in completing each section will be to [review the core idea, micro skills, and self-assessment questions for each of the Core Competencies](#). A crucial part of this will be reading, in context, the Scriptures referenced. Plan to meditate on the self-assessment questions and then include answers in your Reflection Paper. Returning Residents will “circle back” as a look into his or her personal growth in these competencies over the years.
- **Reflection Papers:** For each competency, Interns and Residents will write a 1-2 page reflection paper and turn it in to their mentor (according to the method and schedule you set). This paper should summarize all that you have learned about yourself related to that competency. Incorporated into these reflection papers should be key Scriptures, important concepts from the books, and responses to the self-assessment questions from the Core Competency Review document.
- **Assignments (for residents):** Additional projects may be assigned to correlate with each competency. This may include assessments, such as a personality test, spiritual

⁴ Church Planting Residents only

gift test, and marriage assessment. Church Planting Residents will also develop written strategies and plans for your church plant, such as a mission and discipleship plan, leadership development strategy, a proposed planting timeline, fundraising plan, and a sample sermon series.

Assigned Books

For each section there are assigned books. The longer the program, the more of these books you'll be assigned to read. As you can imagine, it is quite challenging to whittle down all the great resources in each category. However, we believe these books will best help you move toward the core competencies listed above.

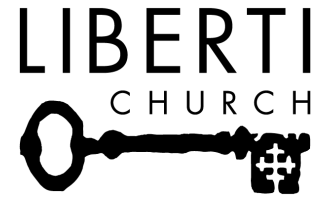
	Interns	Ministry Residents	Returning Ministry Residents	Church Planting Residents⁵	Additional Resources
Devotion	<i>Celebration of Discipline</i> by Foster	+ <i>Ancient-Future Worship</i> by Weber	<i>You Are What You Love</i> by Smith, <i>Emotionally Healthy Spirituality</i> by Scazzero	+ <i>The Dynamics of Spiritual Life</i> by Lovelace	<i>Spiritual Disciplines for the Christian Life</i> by Whitney, <i>The Imperfect Disciple</i> by Wilson
Calling	<i>Don't Waste Your Life</i> by Piper	<i>Don't Waste Your Life</i> by Piper	<i>Am I Called?</i> by Harvey	+ <i>The Pastoral Rule</i> by Gregory the Great, <i>Gospel Eldership</i> by Thune	<i>The Imperfect Pastor</i> by Eswine
Doctrine	<i>The Drama of Scripture</i> by Bartholomew & Goheen	+ <i>Concise Theology</i> by Packer	<i>The Beginners Guide to Spiritual Gifts</i> by Storms, "Modern Spiritual Gifts as Analogous to Apostolic Gifts" by Poythress	+ <i>Spirit and Sacrament</i> by Wilson, <i>The Five Points of Calvinism</i> by Piper, <i>The Gospel</i> by Ortlund	<i>On the Incarnation</i> by Athanasius, <i>Institutes of the Christian Religion</i> by Calvin, <i>Salvation Belongs to the Lord</i> by Frame, <i>Delighting in the Trinity</i> by Reeves

⁵ Will read every resource in the columns to the left plus these ones

Relationships	<i>Life Together</i> by Bonhoeffer	<i>Life Together</i> by Dietrich Bonhoeffer, <i>The Gift of Being Yourself</i> by Benner	<i>A Meal with Jesus</i> by Chester	+ <i>The Meaning of Marriage</i> by Keller	
Mission	<i>Everyday Church</i> by Chester & Timmis, <i>The Secular Creed</i> by McLaughlin	<i>Everyday Church</i> by Chester & Timmis, <i>The Secular Creed</i> by McLaughlin	<i>Center Church</i> by Keller, <i>Strange New World</i> by Trueman, <i>Reading While Black</i> by McCalluey	+ <i>Ministries of Mercy</i> by Keller, <i>Weep with Me</i> by Vroegop	<i>Apostolic Church Planting</i> by Payne, <i>Let Justice Roll Down</i> by Perkins, <i>Free at Last?</i> by Ellis
Discipleship	<i>Discipling</i> by Dever	<i>Discipling</i> by Dever	<i>Gospel-Centered Discipleship</i> by Dodson & Chandler	+ <i>Reappearing Church</i> by Sayers	<i>Gospel Centered Discipleship</i> by Dodson, <i>Deep Discipleship</i> by English, <i>The Trellis and the Vine</i> by Marshall & Payne
Leadership	<i>Developing the Leader within You</i> by Maxwell	<i>Developing the Leader within You</i> by Maxwell	<i>A Non-Anxious Presence</i> by Sayers	+ <i>RocketFuel</i> by Wickman & Winters	<i>Designed to Lead</i> by Geiger & Peck, <i>Sticky Teams</i> by Osborne, <i>Lead</i> by Tripp
Preaching		<i>Christ Centered Preaching</i> by Chapell	<i>The Power of Preaching</i> by Evans	+ <i>Apostolic Preaching</i> by Irenaeus, <i>Preaching</i> by Tim Keller	<i>The Supremacy of God in Preaching</i> by John Piper
Pioneering				+ <i>Planting Missional Churches</i> by Stezer & Im, <i>Multiplying Churches</i> by Timmis	<i>The Advantage</i> by Lencioni, <i>A Failure of Nerve</i> by Friedman, <i>Spirituality of Fundraising</i> by Nouwen

Liberti Internship

Intern's Schedule



Sundays (4 hours)

The amount of time on Sundays depends on each congregation and ministry. Interns will be present at all services.

Mondays-Saturdays (11-15 hours)

Each week will look somewhat different, however an intern should anticipate responsibilities related to his or her internship such as, but not limited to, the following:

- 1 hour – one-on-one with mentor
- 1-2 hours – cohort (small groups of Interns)
- 2 hours – Internship Class Time
- 4-6 hours – congregational responsibilities
- 4 hours – reading and assignments

Important Dates (Calendar subject to change)

- Internship Start: Aug 28
- Phillies Game: Sep 8
- On-boarding Day: Sep 11
- Thanksgiving: Nov 20-26
- Christmas Party: TBD
- Christmas: Dec 18-Jan 7
- MLK Day of Service: Jan 15
- Leadership Day: Feb 3
- Soul Bros Retreat: April 15
- Easter Break: Mar 27-Apr 1
- Graduation/Picnic: May 4

	September 11	September 18	September 25	October 2	October 9
<i>Location</i>	Virtual (Google Meet)	Virtual (Google Meet)	Virtual (Google Meet)	Virtual (Google Meet)	Virtual (Google Meet)
	9:30am Welcome				
	10:00 Liberti Communion History, Vision, Values (Steve)	10:00 What Is the Gospel?	10:00 Creation	10:00 Calling	10:00 Fall
	Cohorts - CC: Devotion [1]	Cohorts - Guided Prayer & Discussion	Cohorts - Guided Prayer & Discussion	Cohorts - CC: Calling	Cohorts - Guided Prayer & Discussion
	Mentor - CC: Devotion [2]		Mentor - CC: Preaching**	Mentor - CC: Calling; Quarterly Review	
<i>Due</i>	<i>Spirituality of Fundraising</i> by Nouwen (optional)	<i>Gospel-Centered Life</i> , Lesson 1	<i>Christ-Centered Preaching</i> , Part 1 by Chapell**; <i>GCL</i> , Lesson 2	Quarterly Review, <i>Don't Waste Your Life</i> by Piper	<i>GCL</i> , Lesson 3
	October 16	October 23	October 30	November 6	November 13
<i>Location</i>	Virtual (Google Meet)	Virtual (Google Meet)	Virtual (Google Meet)	Virtual (Google Meet)	Virtual (Google Meet)
	10:00 Redemption	10:00 Re-creation	10:00 Gospel Centrality	10:00 Doctrine	10:00 Contextualization
	Cohorts - Guided Prayer & Discussion	Cohorts - Guided Prayer & Discussion	Cohorts - Guided Prayer & Discussion	Cohorts - CC: Doctrine	Cohorts - Guided Prayer & Discussion
				Mentor - CC: Doctrine	
<i>Due</i>	<i>GCL</i> , Lesson 4	<i>GCL</i> , Lesson 5	<i>GCL</i> , Lesson 6	<i>The Drama of Scripture</i> by Batholomew and Goheen	<i>GCL</i> , Lesson 7
	November 20	November 27	December 4	December 11	December 18
<i>Location</i>	<i>Thanksgiving Break</i>	Virtual (Google Meet)	Virtual (Google Meet)	Virtual (Google Meet)	<i>Christmas Break</i>
		10:00 Liturgy	10:00 CC: Relationships	10:00 Hospitality	
		Cohorts - Guided Prayer & Discussion	Cohorts - CC: Relationships	Cohorts - Guided Prayer & Discussion	
		Mentor - CC: Preaching**	Mentor - CC: Relationships	Mentor - Quarterly Review	
<i>Due</i>		<i>Christ-Centered Preaching</i> , Part 2 by Chapell**; <i>GCL</i> , Lesson 8	<i>Life Together</i> by Bonhoeffer	Quarterly Review; <i>GCL</i> , Lesson 9	

	January 8	January 15	January 22	January 29	January 29	February 5
Location	Virtual	MLK Day of Service at Small Things	Virtual	Virtual	Virtual	Virtual
	10:00 CC: Mission, Part 1		10:00 Covenantal	10:00 Ecumenical	10:00 CC: Mission, Part 2	10:00 Compassion
	Cohorts - CC: Mission		Cohorts - Guided Prayer & Discussion	Cohorts - Guided Prayer & Discussion	Cohorts - CC: Mission	Cohorts - Guided Prayer & Discussion
	Mentor - CC: Mission		Mentor - CC: Preaching**		Mentor - CC: Mission	Mentor: Quarterly Review
Due	<i>Everyday Church</i> by Chester & Timmis		<i>Christ-Centered Preaching, Part 2</i> by Chapell**; <i>Celebration of Discipline</i> by Foster - 1	CD - Disciplines 2 & 3	<i>The Secular Creed</i> by McLaughlin	Quarterly Review; CD - Disciplines 4 & 5
	February 12	February 19	February 26	March 4	March 11	March 25
Location	Virtual	Virtual	Virtual	Virtual	Virtual	<i>Easter Break</i>
	10:00 Church Planting	10:00 Race	10:00 CC: Discipleship	10:00 Sexuality & Gender	10:00 Abortion	
	Cohorts - Guided Prayer & Discussion	Cohorts - Guided Prayer & Discussion	Cohorts - CC: Discipleship	Cohorts - Guided Prayer & Discussion	Cohorts - Guided Prayer & Discussion	
			Mentor - CC: Discipleship			
Due	CD - Disciplines 6 & 7	CD - Disciplines 8 & 9	<i>Discipling by Dever</i>	CD - Disciplines 10 & 11	CD - Discipline 12	
	April 1	April 8	April 15	April 22	May 4	
Location	<i>Easter Break</i>	Virtual	<i>Soul Brothers Retreat</i>	Virtual	<i>Graduation Celebration</i>	
		10:00 CC: Leadership		9:00 Cohorts	10:00 Prayer & Worship	
				10:00 Political Idolatry	Benediction for the Road Ahead (Steve)	
		Cohorts - CC: Leadership		Cohorts - Guided Prayer & Discussion	12:00 Graduation Picnic	
		Mentor - CC: Leadership; Quarterly Review				
Due		Quarterly Review, <i>Developing the Leader within You</i> by John Maxwell		CD - Discipline 13		

Liberti Internship

Core Competencies Personal Review¹



1. Devotion

Core Idea

Spiritual vitality is the gift given to us by the Holy Spirit who unites us to Christ, specifically in his death and resurrection: 'For if we have been united with him in a death like his, we shall certainly be united with him in a resurrection like his.' Romans 6:5. Spiritual vitality is the life of those raised with Christ. It is a free gift to us, although costly to God. When God raised Christ on the third day, we were raised with him.

Spiritual maturity is increasingly finding your identity in Christ and being grounded in the gospel so that our behavior is Christlike and our life and ministry have gospel priorities whatever is going on around you. Ephesians 4:13 says 'become mature, attaining to the whole measure of the fullness of Christ', and verse 15 goes on to say 'speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ.'

Micro Skills

- Serious about holiness (Leviticus 11:44-45; John 14:15; Ephesians 1:3-4; 1 Peter 1:13-16; 1 John 5:3) and humility (Phil 2:1-11; 1 Peter 5:5)
- Gives evidence of a personal relationship with Jesus (Matthew 7:16-20; 22:35-40; Romans 8:15-16; 2 Corinthians 13:5; 1 John 2:3-6; 4:13)
- Displays a deep commitment to the authority of the Bible in both personal life & ministry (Psalm 119; John 17:17; 2 Timothy 3:16; 2 Peter 1:21)
- Knows the importance of prayer, not only as a means to the end of gospel ministry but also as an expression of an intimate & dependent relationship (Colossians 1:3-5; Philippians 1:3-8)
- Displays the fruit of the Spirit (Galatians 5:22-24; Colossians 3:12-17) and a clear sense of reliance upon the Holy Spirit for all godliness and every aspect of ministry (Matthew 3:13-17; Acts 1:8; 1 Corinthians 12-14)
- Ability to identify own strengths & weaknesses (Proverbs 16:18; Romans 12:3)
- Displays confidence without arrogance (Acts 20:17-24; 2 Corinthians 10:18; Hebrews 13:7)
- Ability to accept constructive criticism & input from others (Proverbs 11:14; 12:15, 22; 24:6; Luke 17:3; Hebrews 12:11)

¹ We have borrowed heavily [from the Acts 29's website](#) and adapted them for our purposes here

- Firm, resilient & not prone to discouragement (Joshua 1:9; Psalm 31:24; John 16:33; Romans 8:26; 1 Corinthians 15:58; 2 Corinthians 12:9; 2 Timothy 1:7)
- Willingness to be accountable to others in community (Proverbs 27:17; Luke 17:3; Galatians 6:1-5; 1 Thessalonians 5:11; James 5:16)
- Exhibits flexibility & adaptability to changes & needs (1 Corinthians 9:19)
- Problem-solver even if that means knowing where to go to solve problems
- Recognizes the appropriate value of physical health (Romans 12:1; 1 Corinthians 6:19-20; 9:27; 1 Timothy 4:8)
- Humbly invests in on-going personal & spiritual growth (Ephesians 5:16)

Reflection Questions

1. Are you born again? Do not simply shrug and remember that you have a testimony or dismiss this question as obvious. Not every church member, minister, or planter is saved, and to attempt this work without Christ is ruin and misery.
2. How is your prayer life? This is the first key indicator of your devotion. If you love and trust God, you will be prayerful. If you are not prayerful, the solution is not to work on your prayer life, but look to Christ. Meditate on him, and you will find yourself praying.
3. How is your Bible study? This is the second key indicator of your devotion. If you love and trust God, you will want to hear his word. If you are not reading the Bible often and with desire, again, do not work on your Bible reading, but look to Christ. Meditate on him, and you will find yourself reading scripture.
4. How important to you is love? A spiritually alive man or woman will love the Lord and love his or her neighbor. Everything else will spring from this source. Would an outsider say that love is the heart-beat of your life?
5. Spiritual maturity is seen not in arrival, but in progress (1 Timothy 4:15). So the mature remain soft to the gospel and open to growth. Reflect on how God has been changing you over the past twelve months.
6. List the ways in which you serve Christ unseen. A short list may indicate your primary concern is your glory rather than Christ's glory.
7. Think about the last time you were criticized. How did you react? Does your reaction suggest you find your identity in your performance?
8. Who speaks the truth in love to you? This will show whether you are creating a truth-speaking community which is committed to everyone's maturity, including yours.
9. Ask your spouse, parents, children, church elders and/or friends if you live a devoted life to Christ. Maybe ask them to read this and then speak into your life. This could be hard; it will be humbling, but it is a useful way to assess who you are.

2. Calling

Core Idea

Christian service is not for the faint of heart. Paul said, 'I have labored and toiled and have often gone without sleep; I have known hunger and thirst and have often gone without food; I have been cold and naked. Besides everything else, I face daily the pressure of my concern for all the churches.' 2 Corinthians 11:27-28. As part of calling, conviction and commendation bring together both the work of God in the life of the Christian servant and the recognition from the wider church of your skills and gifting.

Micro Skills

- Communicates a compelling personal conviction for God's kingdom (Acts 16:6-10)
- Willingness to sacrifice in order to discharge conviction for Christian service (John 10:11; 15:13)
- Compelling vision for Christian service that motivates others (Romans 12:8)
- Commended for ministry by other churches & church leaders (1 Timothy 3:7)
- *If a married man exploring pastorate*, wife commends him for the task & shares his conviction for service in the church (1 Timothy 3:1-7; Titus 1:6)
- *If Church Planting Resident*, clear desire for planting a church-planting church (Matthew 28:18-20; Acts 2:41-47; 16:9, 12; Titus 1:5)

Reflection Questions

1. Which micro skill do you need to grow in most?
2. Have you asked family, friends, and respected leaders to evaluate you in these areas? How will you steward their responses?
3. Frederick Buechner said your calling is "the place where your deep gladness and the world's deep hunger meet." Where is that for you?
4. Have you submitted your calling to the Lord? Why or why not?
5. What one or two things is the Spirit asking you to do in response to the above?

3. Doctrine

Core Idea

At the great commission the disciples are told to make theologically formed disciples (Matthew 28:18–20). Christians must be able to rightfully handle the scriptures with clarity and insight, so as they develop into leaders they can equip the saints for every good work. Theological clarity enables Christians to engage with their culture, to protect the church from false doctrine and to bring the gospel message to all.

Micro Skills

- Committed to the centrality of the gospel in doctrine, life, and ministry (1 Corinthians 15:1-8; Galatians 1:6-10; Philippians 3:7-14)
- Possesses a clear understanding of sound doctrine (Acts 20:28-31; 1 Timothy 6:3-5; Titus 1:5-9; 2:1, 15; Jude 3)
- Embraces the sovereignty of God's grace in saving sinners (John 1:12-13; 6:44; Acts 16:14; Romans 9:14-18; Ephesians 2:4-10; Philippians 1:6; 2:12-13; Titus 3:3-7)
- Celebrates a missionary understanding of the local church & her role as God's primary mission strategy in the world and for the world (Matthew 16:18; 28:18-20; Romans 1:8; Ephesians 3:10; 1 Peter 2:9-12)
- Knows the power of the gospel to reconcile and works this out according to the available opportunities and presenting needs, resulting in ethnically, socially and economically diverse churches which display the power of the gospel to bring people together (Ephesians 2:11-22; Galatians 3:28-29; Revelation 7:9-12)
- Displays grace toward those who differ from him in both doctrine & practice (Matthew 7:1-5; Romans 14:1, 10-13; 2 Timothy 1:13-14; 1 Peter 3:15; James 1:19)
- Deeply committed to the spiritual & moral equality of male & female, alongside biblical principle of male & female relationships in the church & home (Genesis 1:26-27; 2:18; Acts 18:24-26; 1 Corinthians 11:2-16; Galatians 3:28; Ephesians 5:22-33; Colossians 3:18-19; 1 Timothy 2:11-15; 3:1-7; Titus 2:3-5; 1 Peter 3:1-7)
- Calls believers to active participation in & humble submission to the local church (Matthew 18:15-20; Hebrews 13:17; 1 Timothy 3:15; Titus 2:15)
- Demonstrates an ability to understand & communicate theological truths in a manner consistent with the gospel (Acts 20:20, 27; 1 Timothy 4:13; 5:17; 2 Timothy 1:13-14; 4:2; 1 Peter 3:15)
- Shows grace & flexibility in teaching & discipling others (Acts 20:28; 2 Timothy 2:2)

Reflection Questions

1. Are you confident in articulating your position on the following doctrines: God, Church, Salvation, Word, Man and Creation?

2. Are you drawn to the study of, and have a natural appetite for thinking deeply about theology?
3. Can you see clearly which doctrines are under attack in your society and within the church?
4. Does theological study lead you to worship, discipleship and mission?
5. In evangelism, are you able to engage in other world views with a Christian apologetic?

4. Relationships

Core Idea

'A new commandment I give to you, that you love one another: just as I have loved you, you also are to love one another. By this all people will know that you are my disciples, if you have love for one another.' John 13:34-35. Godly character should be at the heart of the Christian, and this is most clearly reflected in healthy relationships. If believers cannot live in unity, humility and love, then the truth and power of Christ will be undermined and questioned.

If married, Paul speaks very highly of marriage, 'This mystery is profound, and I am saying that it refers to Christ and the church.' Ephesians 5:32. Marriage begins in creation with God and is ultimately fulfilled in the new creation when the bride of Christ is united with her husband. Christians who are married must have a gospel understanding of marriage, so that their marriage, and that of others, may thrive in the kingdom of God.

Micro Skills

- Establishes & maintains, as far as is possible, healthy relationships with Christians & non-Christians (Romans 12:18; Colossians 4:5-6; 1 Timothy 3:7; 2 Timothy 2:24-25; 1 Peter 2:12)
- Takes initiative to meet new people (Romans 15:2; 1 Corinthians 9:19-23; 1 Timothy 3:2; Titus 1:8)
- Willing to initiate conversation with & listen to others (Proverbs 18:13; 19:20; James 1:19)
- Shows empathy & compassion (Psalm 86:15; Matthew 9:35-36; 14:14; 22:39; Mark 1:40-41; John 11:33-35; Romans 12:15; 1 Peter 3:8; 4:8; 1 John 3:17)
- Displays patience & sincerity (Psalms 37:7; Romans 2:7; Galatians 5:22; Colossians 1:11; 1 Thessalonians 5:14; James 1:3-4; 5:7-8)
- Demonstrates integrity and wisdom in managing finances (1 Timothy 3:3-5; 6:7-9; Hebrews 13:5)
- Acknowledges a healthy sexual relationship & purity for/in marriage (Exodus 20:14; Proverbs 6:32; Matthew 5:27-28; Ephesians 5:25-27; Hebrews 13:4)

If married

- Exhibits a healthy marriage (loving service, kind, communicative, mutual honoring, cherishing) (Genesis 2:24; 1 Corinthians 13:4-7; Ephesians 5:22-33; Colossians 3:18-21; Hebrews 13:4)

If married, Church Planting Resident

- Family does not undermine his leadership, nor behave so as to discredit his witness (Ephesians 5:22-28; Colossians 3:18-19; 1 Timothy 3:4-5)

- Leads his family in a lifestyle that commends Christ (Matthew 7:12; 20:25-28; 1 Timothy 3:2-7; 4:12; Titus 1:5-9; 1 Peter 5:2-3)
- Committed to providing for the family in an exemplary way (1 Timothy 5:8)
- Does not neglect his family in the pursuit of ministry (1 Timothy 3:4-5; Titus 1:7-9)

Reflection Questions.

1. Would people describe you as a hospitable and warm person or would they say you are distant and detached? You might want to ask some people.
2. During conflict, do you engage with the people and issues involved, or do you draw back and avoid getting drawn in?
3. Are you a people pleaser? If so, are you being disciplined in this area?
4. Do others around you come to you for advice and respect your counsel?
5. Are you praying for specific people and are aware of the various ways you can encourage, challenge and serve them?
6. If single or married, how are you finding your identity in Christ and not in the idea of marriage or in the marriage itself?
7. *If married*, how do you specifically practice a Christ-like mutual submission toward one another?
8. Are you equipping, listening and working with your spouse for God's kingdom?
9. Given the importance the Bible places on marriage, how are you nurturing and strengthening it?
10. *If a married Church Planting Resident*, as it relates to the conviction to plant a church, is your spouse in full agreement and do you both share the burden to see a church planted?

5. Mission

Core Idea

Christians are given a wonderful identity. In 1 Peter 2:9, Peter says: 'you are a chosen race, a royal priesthood, a holy nation, a people for his own possession, that you may proclaim the excellencies of him who called you out of darkness into his marvelous light'. The church, in Christ, has become God's priestly people, whose life together commends the goodness of his kingdom.

Micro Skills

- Demonstrates a passion to reach others through relationships & evangelism (Matthew 9:37-38; 28:18-20; Romans 1:16; 10:10-17; 2 Timothy 4:5)
- Consistently & effectively shares faith in a manner understood by non-Christians (Acts 17:16-34)
- Meaningful relationships & rapport with non-Christians (1 Timothy 3:7)
- Sees lives impacted & changed through relational engagement (2 Corinthians 5:11-21; 1 Thessalonians 2:8)
- Leads others in a missional lifestyle (1 Corinthians 4:16; 11:1)
- Understands their cultural context (Acts 17:16-32)
- Cultural fit (naturally or adaptively) with their context (Acts 10:9-23; 16:1-5; 18:1-4; 1 Corinthians 9:19-23)

Reflection Questions

1. Calculate the 'footfall' of unbelievers through your home. How often are they in your home? Hardly ever, once a month, once a week or more than once a week?
2. How often do you spend time with unbelievers in places where they feel comfortable? Hardly ever, once a month, once a week or more than once a week?
3. How often do you speak of Christ with unbelievers or offer to pray for them or with them? Hardly ever, once a month, once a week or more than once a week?
4. How many people unbelievers know you by name? None, one or two, or more?

6. Discipleship

Core Idea

Jesus said: 'All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you.' Matthew 28:18-20. This is our mandate – to make disciples.

Micro Skills

- Effective plan for discipleship, emphasizing both maturity & multiplication (Acts 16:1-5)
- Skilled in establishing & multiplying groups of Christians (Acts 14:21-23)
- Track record of making disciples that make disciples (1 Thessalonians 3:2; Philippians 2:22)
- Evidence of multiplying leaders that multiply leaders (1 Corinthians 4:16-17; 2 Timothy 1:6)
- Inspires & encourages others toward spiritual maturity (1 Thessalonians 1)

Reflection Questions

1. Is the gospel central in your efforts to both make, and mature disciples?
2. Is your discipleship of others holistic, i.e. are you making disciples by helping others to listen to Jesus, and love others?
3. What place does 'the Church' (local and global) hold in your efforts to obey the Great Commission?
4. Where would you plot your 'cultural engagement' on the spectrum between 'total separation' and 'total assimilation'?

7. Leadership

Core Idea

Christian service can be one of the greatest tests of a person's leadership qualities. We will be tried in multiple ways during our lives. However, our character is of greater importance. Our nature should reflect our Lord and our example should be worthy of imitation. 'Obey your leaders and submit to them, for they keep watch over your souls as those who will give an account' (Hebrews 13:17). Christian leaders must be careful to allow leadership theory and practice to emerge from good theology.

Micro Skills

- Excels in crafting & communicating vision (Romans 12:8)
- Has a clear & reproducible system for leadership development (2 Timothy 2:1-2)
- Able to accomplish tasks with limited resources (Deuteronomy 8:18)
- Ability to raise up others to become leaders in church, home, business, community (2 Timothy 2:1-2)
- Portrays resilience under opposition & setbacks (Acts 20:28; 1 Corinthians 16:13)
- Adaptable to meet needs, identify barriers & articulate vision (Acts 20:20-21)
- Releases & resources others to accomplish goals (Acts 13:1-3)
- Courageously leads others who do not follow easily (1 Corinthians 16:13; Galatians 6:9)
- Proven track record of developing & implementing strategy (Proverbs 15:22; 16:3; 19:20; 20:18; 21:5; James 1:5; 4:13-15)

Reflection Questions

1. Can you say there is a definite pattern in your life of having natural influence over other people that can be attested by others?
2. Are you known for naturally using your initiative to start something or solve a problem while others willingly follow your lead?
3. Be honest, who do you find more attractive: naturally gifted leaders with character blemishes or moderately gifted leaders with impeccable character?
4. In speaking about leadership development, Geiger and Peck write about conviction (passion that fuels the leader), culture (shared beliefs that drives the group) and constructs (processes and systems that develop leaders). Would you say you pay little or no attention to any of these three because you lack proficiency in them?

8. Preaching²

Core Idea

In 1 Timothy 3:2-7, Paul gives a list of qualities that ought to describe those in church leadership. Most of the qualifications pertain to the man leading himself in holiness and leading his home with honor, but there is one key qualification that extends his leadership to the outside world: the ability to teach. Pastoring is supernatural work. There is only one message that saves. Pastors, therefore, must be 'able' teachers, and must protect the ministry of the word above all other ministries.

Micro Skills

- Demonstrates exegetical & expositional competency (2 Tim 2:15; 4:2-4; Titus 1:9; 2:1)
- Able to teach the Bible into specific contexts & audiences (Acts 20:20-21; Rom 1:14-15; 1 Corinthians 9:19-23)
- Displays a commitment to Christ-centered preaching/teaching (1 Corinthians 1:17-18, 23; Galatians 1:6-10; 1 Jn 1:1-10)
- Teaches & applies the Bible in a manner, style & tone consistent with the gospel (1 Corinthians 11:1; Philippians 4:8-9)
- Understands the role of the Holy Spirit in the task of preaching & teaching (1 Corinthians 3:6-7)
- Preaches with effectiveness as evidenced by changed lives (Nehemiah 8:8; Lk 24:27, 44; Acts 2:1-47; Colossians 1:3-6; 1 Thessalonians 1:1-10)

Reflection Questions

1. When you have an opportunity to teach, do you seek out constructive feedback from others and do they see growth in your teaching over time?
2. Is your desire to teach based more in your perception of your ability or in your theological conviction of the need for teaching and preaching? In which area do you need to grow more?
3. When you teach or preach do you sense the Holy Spirit carrying you along? Is the task life-giving to you or fraught with stress and tension?
4. Has there been fruit from your teaching in the past that shows your audience is understanding and applying what you bring to them from scripture?

² For Ministry Residents who are on a pastoral track and Church Planting Residents only

9. Pioneering³

Core Idea

In 1 Corinthians 9:22, Paul says 'I have become all things to all people, that by all means I might save some. I do it all for the sake of the gospel, that I may share with them in its blessings.' At the very heart of a planter's entrepreneurial aptitude, is the desire and ability to engage new cultures in a way that is theologically driven, with missional innovation and cultural engagement. It is pioneering something new for the sake of communicating the unchanging truths of the gospel.

Micro Skills

- Demonstrated some successes in starting new ventures (Matthew 25:14-30; 1 Corinthians 3:10)
- Innovative & strategic visionary (Proverbs 22:29; Romans 12:2; 1 Corinthians 9:19-23)
- Energetic & enthusiastic about starting a new work (Romans 12:11; 2 Timothy 1:7)
- Ability to recruit others into a new venture (1 Corinthians 3:10)
- Evidences of being a self-starter (Ecclesiastes 11:4; 1 Corinthians 3:10)
- Willingness to work intensely for an extended period of time (1 Corinthians 9:24)

Reflection Questions

1. Do you have a track record of establishing new creative ventures?
2. Do you have a burning affinity to see a Gospel impact in an area that is currently unreached?
3. Are you able to critique cultures through the lens of the Gospel?
4. Are you able to gather/enlist others around a common vision for a new venture?
5. Are you able to innovate and improvise when facing new challenges, difficulties and adversities?

³ For Church Planting Residents only