

District Schools of Ministry (DSOM) Internship Strategy

GENERAL COUNCIL INTERNSHIP REQUIREMENTS FOR PERSONS SEEKING MINISTERIAL CREDENTIALS

DSOM Statement of Purpose:

The District Schools of Ministry exists to provide training for those sensing a call to ministry, whether as credentialed ministers of the Assemblies of God, or as equipped laypersons within the local church. The schools seek to promote a unified purpose for ministry within the Fellowship, providing doctrinal and practical instruction based upon common core values and shared ministry goals.

The leadership and faculty of DSOM fully subscribe to the Statement of Fundamental Truths of the Assemblies of God and commit DSOM to proclaim and support the principles and polity of the Assemblies of God. DSOM commits itself to provide training courses that meet District and General Council educational requirements for ministerial credentials.

Furthermore, DSOM seek to fulfill the mission of the General Council of the Assemblies of God and the District Councils of the Assemblies of God and is committed to the development of healthy leaders, churches, and ministries.

Internship Purpose/Mission:

The DSOM internship strategy enables students to confirm God's call, develop the Christ like character, gain the competencies of ethical and effective ministry, and develop the personal disciplines essential to successful life and ministry. The strategy uses guided "hands on" ministry experiences, interaction with qualified pastors/mentors, reading and the exercise of personal spiritual disciplines to accomplish its mission.

Internship Objectives/Goals:

- Exposure to a variety of ministry methods, skills and practices
- Develop effective people and conflict resolution skills
- Ethical standards of ministry
- Fulfill the Assemblies of God General Council internship requirements
- Minister effectively within the fellowship
- Seek "best practice" experiences and exposure to effective ministry systems and structures
- Help students develop skills and gifts for maximum effectiveness in ministry
- Help students develop the disciplines of effective servant leadership

Internship Characteristics/Values:

- Student Value: Equip students for effective ministry
- Student Participation: Students actively participate in the design and fulfillment of these standards and objectives
- Cooperative Fellowship: Value ministry within the Assemblies of God in a way that faithfully fulfills the vision of a “voluntary cooperative fellowship”
- Biblical Fidelity: Students develop ministry that is faithful to biblical teaching, values, principles and worldview
- Flexibility: Students can “tailor” their internship experience in ways that better meet their needs and fulfill the requirements
- Encourage Development: Students value and develop the skills needed to pursue spiritual, personal and professional development throughout their life

Internship Standards, Structures and Procedures:

Overview:

The DSOM internship consists of 5 Standards at each credential level. Each Standard contains three elements that enable the student to meet the standard and achieve the learning objective.

The elements in each module are:

1. A “hands on” learning project
2. Evaluation forms and written reports
3. Interaction with Pastor/Mentor (s)

Standards:

The standards designated in this internship strategy as “mandatory” are components of the credentialing requirement for the General Council of the Assemblies of God. A District School of Ministry or a District Council of the Assemblies of God cannot alter them.

To complete successfully their DSOM internship students **MUST** meet the objectives and follow the “steps to completion” for ALL FIVE standards at each credential level.

Credit for Life Experience:

Students who feel, based on previous training or ministerial experience that they have attained the competency described in a standard or standards may request, in writing, “**credit for life experience**”. The request must include a clear statement of how the student met the standard, providing documentation if possible and appropriate.

Students seeking “credit for life experience” for some standards must submit their request to their DSOM leadership **PRIOR** to the completion of their internship. Students seeking “credit for life experience” for the entire internship must submit their request to the Secretary-Treasurer of their District Council of the Assemblies of God.

Pastors/Mentors

The selection of appropriate pastor(s)/mentor(s) is critical to the success of the internship process. As used in this portfolio, “pastor/mentor” refers to that person overseeing the entire internship. Often the pastor/mentor is the senior pastor. **The designated DSOM and District Leadership must approve the pastor/mentor.** The pastor/mentor must be one who is fully cooperative and supportive of the ministries and policies of the District Council of the Assemblies of God. The pastor/mentor may want to include another minister who has outstanding qualifications to give the intern the “best practice” experience in a given area.

Pastor/Mentor Qualifications:

An appropriate and qualified mentor must...

- Be ordained or credentialed one level above the credential the student is seeking (except, of course, for ordination)
- Not be a relative of the student
- Willingly follow the policies and guidelines of the DSOM internship process
- Have demonstrated a proven ministry of cooperation & integrity
- Have a minimum of 5 years of pastoral experience
- Willingly invest significant time in the intern and the internship process
- Refuse to serve as a mentor in those areas in which they lack the expertise or if their involvement is not in the best interest of the student
- Refer students to others who have greater expertise in areas when it is in the best interest of the student
- Willingly complete and submit the required DSOM *Pastor/Mentor’s Summary & Evaluation Reports* and *Pastor/Mentor’s Statement/Letter* along with the completed *Student Summary Report* & student’s *Prayer Journal Summary Report* to the DSOM internship coordinator at the end of the 3 month internship period
- **Be approved by the designated DSOM and District Leadership.**
- Communicate concerns regarding the intern or the internship process with the DSOM leadership.

An appropriate and qualified Pastor/Mentor also implements **the EIGHT T’S FOR MENTORING SUCCESS** (by Jim Cathcart).

1. **TARGET** – Know where you want to go and why. There must be a clear goal toward which you direct your energies.
2. **TOOLS** – Get the necessary tools to do the job well. One of the greatest tools will be a bibliography of books written on the subject of the area of student assimilation.
3. **TRAINING** – Never stop reading and educating yourself in the work for which God has called you. Talent is limited to training.
4. **TIME** – Take enough time to do it right. Help people grow into the level of mastery they need for the job. Remember, you are taking time to train others.
5. **TRUTH** – Show those under you the ways that their performance fits into the whole picture. Those who only know *how* will almost always work for those who know *why*. The more you know, the higher you go.
6. **TRUST** – Give them room to grow. Trust them enough to allow them to exert initiative but not so much that you create great risk. Nothing advances until somebody does more

than they have done before. No one does more than they have done before until someone trusts them and gives them room to grow.

7. TRACKING – Winners always know the score. Create a situation where they know at all times whether or not they are on track. Let them keep their own scorecard, too. As said by Dr. Ken Blanchard, “Feedback is the breakfast of champions.”
8. TOUCH – Celebrate victories. Help people learn from their failures and inspire them to grow. Everything worthwhile is done within the context of relationship. Without human touch, support, and encouragement, there is no will to persist.

Selecting a Pastor/Mentor:

Students are to select an “appropriate and qualified” pastor/mentor who meets the standards outlined above. In addition, the student is encouraged to:

- Seek a pastor/mentor who exemplifies “best practice” in ministry.
- Recognize that more than one pastor/mentor may be needed.
- End the relationship if the pastor/mentor is unwilling or unable to commit the time needed, comply with DSOM standards or fails to carry out other responsibilities.
- Recognize that their pastor may not be the best pastor/mentor in all areas and seek their recommendation for someone who can better serve.
- Develop a positive working relationship with their DSOM, pastors/mentors, based on mutual respect and passion for ministry.

Pastor/Mentor & Student Interaction:

- The pastor/mentor and student are to meet together at the beginning of the internship and plan a feasible working strategy to fulfill the requirements. Non-structured interactions between the pastor/mentor and student are strongly encouraged.
- The pastor/mentor and student should meet and work together as close as their *life schedules* will allow during the internship.
- A minimum of 1 meeting for each standard is recommended.

Pastor/Mentor Evaluation:

- Students are required to meet the standards and objectives stated in this internship strategy. Students and mentors are to closely adhere to the process outlined in the “steps to completion” section of each standard, which are designed to insure the value and integrity of the internship process. Pastors/mentors are to hold students to a high standard of compliance and performance.
- Pastors/mentors are to evaluate the student’s efforts in relation to the stated objective and determine whether the student’s work is “excellent”; “average” or “unacceptable”. Any student whose efforts are deemed “unacceptable” in any standard will not receive credit for the internship.
- Students whose efforts are deemed “unacceptable” are to meet with the pastor/mentor to identify concerns and design a plan to repeat or create an appropriate substitute-learning project. Pastors/mentors are to notify their DSOM leadership that the student’s work was deemed “unacceptable” and the steps they plan to take to help the student achieve an acceptable rating.

- The student may repeat the project as many times as needed.
- The **pastor/mentor** is to **submit a statement/letter** of not more than **one page** detailing their overall impression of the mentored's capabilities and potential for ministry identifying strengths, weaknesses and recommended improvements. This statement is to be submitted directly to their DSOM Internship Coordinator along with the final ***Pastor/Mentor Summary & Evaluation Reports, Student Summary Report*** and the ***Prayer Journal Summary Report***.
- Pastors/mentors are to sign all report forms as indicated.
- Students may appeal any pastor/mentor decision to their DSOM leadership.

Internship Final Report

- Students enrolled in the Internship Class will be responsible for filling out and submitting to their Pastor/Mentor, his/her ***Student Summary Report & Prayer Journal Summary Report***. The Pastor/Mentor will mail these student reports along with the Pastor/Mentor Summary Report to their District's DSOM Internship Coordinator at the conclusion of each three-month internship period.
- The Internship Final Report will include:
 - Student Summary Report *
 - Prayer Journal Summary Report*
 - Pastor/Mentor Summary Report *
 - Pastor/Mentor statement/letter

Georgia Schools of Ministry (GSOM)

Internship Introduction & Information

GENERAL COUNCIL INTERNSHIP REQUIREMENTS FOR PERSONS SEEKING MINISTERIAL CREDENTIALS

Certified, Licensed & Ordained Minister

Pre-Requisites:

- The student must complete at least three (3) GSOM, Global University or other approved courses at the corresponding level of credential for which they are applying before beginning.
- The student must request a qualified pastor/mentor to complete the internship. The designated GSOM and District Leadership must approve the requested mentor.
- Mentor must complete the “Mentor Covenant” form.
- Successfully complete and submit for approval all the required application forms.
- The GSOM Internship experience requires a commitment of time.
 - Pastor/mentor & Intern working relationship 3 months (each level)
 - Intern’s Prayer Journal 3 months (each level)
 - The GSOM Director will give the Internship beginning and completion date to the student and the mentor.

Rewards/Achievements:

After completing the internship, the student will achieve the following:

- Meet the General Council of the Assemblies of God internship requirement for the designated level of credential.
- Develop significant relationships and knowledge of resources that will enhance their future ministry through practical learning projects.
- Be better equipped for effective, efficient, ethical and God honoring ministry.
- Develop clearer understanding of their personal gifts, abilities and areas needing further development.
- Develop personally, professionally, relationally and spiritually toward the high calling of “Christ likeness” in all they are and do.