

INTERN PROFESSIONAL GROWTH SHEET

Name _____

Date/place of internship _____

Date/place of district _____

Annual Conversations/day in the life/meeting with Church Board

About Character – *The foundational quality, allows the character of Christ to be formed in us and modeled through personal integrity with the following professional standards of ministry.*

- a. Evidence of conversion experience and calling to ministry – Following God’s leading
- b. Interfacing with Conference Leadership
- c. Idealism in ministry vs. reality in ministry – *Motivated, Disciplined, and Resilient*
- d. Personal spiritual growth
- e. Pastoral family issues
- f. Understanding of ministerial ethics – *Faithful to Biblical, Moral, and Ethical Principles*
- g. Compassionate for Others
- h. Professionalism – *Humble, Trustworthy, and Honest*
Discerning, Open, and Impartial

Conversation About Evangelism – *Skilled and passionate about making disciples, helping people accept, internalize, and share in a vibrant relationship with Jesus Christ and the Seventh-day Adventist message*

- a. Reaching Inactives
- b. Reaching the community
- c. Involving members
- d. Promoting Small Group Ministries
- e. Understands what is meant by Full Cycle Evangelism
- f. Effective for Gaining Decisions and Incorporating Pre- and New Members
- g. Advances Church Planting

Conversation About Leadership – *Building a Church vision and equipping members to learn, grow, and serve*

- a. Philosophy and theology of ministry – *Models Servant Leadership*
- b. Understanding, relating to and commitment to the Adventist educational system
- c. Evidence of leadership ability – *Makes Wise Decisions and Inspires Excellence*
- d. Evidence of organization and administration skills
- e. Fosters Spiritual Maturity through Biblical Spiritual Disciplines

Conversation About Worship – *Facilitating an enriching corporate worship experience that brings people into the presence of God*

- a. Bringing about change
- b. Music in church
- c. Style and atmosphere – *Well-Prepared Worship Experiences*
- d. Christ Centered, Biblical Preaching
- e. Ensures Creation of Inviting Church Entry Points (phone/web/sign/etc.)

Conversation About Management – *Executing responsibilities in a timely and well-organized fashion*

- a. Understanding Church Structure
- b. Church and personal finance
- c. Church conflict
- d. Experience in conducting baptisms, weddings, baby dedications, and funerals
- e. Ability to handle church discipline matters
- f. Importance of the Church Manual
- g. Gets Things Done on Time
- h. Proficient in Social Media and Computing

Annual year end self-evaluation

Date _____
Date _____
Date _____
Date _____
Date _____

Annual year end mentor evaluation

Date _____
Date _____
Date _____
Date _____
Date _____

CEU's Reported

Date _____
Date _____
Date _____
Date _____
Date _____

Six month visit after arriving in own district regarding their assessment of situation

Date

Eighteen month visit after arriving in own district regarding what they have addressed

Date

Benchmarks – *list the date, put in your portfolio and give Ministerial a copy*

About Character – *The foundational quality, allows the character of Christ to be formed in us and modeled through personal integrity with the following professional standards of ministry.*

- _____ a. Develop a personal health maintenance plan and spend 90 days monitoring and recording your time spent with work/family/spouse/self so as to demonstrate balance

About Evangelism – *Skilled and passionate about making disciples, helping people accept, internalize, and share in a vibrant relationship with Jesus Christ and the Seventh-day Adventist message*

- _____ a. Conduct a minimum of two public evangelism meetings in our conference in which the intern is the main speaker
- _____ b. Develop a new member retention process/plan
- _____ c. Have given Bible Studies to four individuals that led to baptism
- _____ d. Have done a Baptismal class at the local Adventist school

About Leadership – *Building a Church vision and equipping members to learn, grow, and serve*

- _____ a. Pastored your own church
- _____ b. Designed and implemented a leadership development process
- _____ c. Chair the Church Board and have a regular printed agenda
- _____ d. Participate in our New in Ministry Retreats

About Worship – *Facilitating an enriching corporate worship experience that brings people into the presence of God*

- _____ a. Have done a Week of Prayer for a school
- _____ b. Created a sermonic schedule/year

About Management – *Executing responsibilities in a timely and well-organized fashion*

- _____ a. Develop a membership discipleship training process
- _____ b. Develop a communication plan for your church/es
- _____ c. Develop a strategic plan for your church/es
- _____ d. Be consistent with annual CEU reporting
- _____ e. Have initiated a leadership evaluation process
- _____ f. Have designed an organizational system for your church/es

About Scholarship – *Diligently and carefully studying the Bible and professional rewsources for continuous personal growth in Christ*

- _____ a. Have completed your M.Div. or MapMin
- _____ b. Develop a written professional growth plan
- _____ c. Written a sermon series that *could* be turned into a book
- _____ d. There are several books which are required reading written and reports about those books to be completed during this internship process

About Relationships – *Relating well to others regardless of faith, age, ethnicity, personality, or gender*

- _____ a. Develop a visitation system/schedule for your church/es with includes:
 - _____ Pastoral home visits (taking elders or deacons with you)
 - _____ Hospital visitation (taking elders or deacons with you)

Recommendation for Ordination

Date name submitted to ADCO as a recommendation (typically in the fall)

Date Information Shared with Candidate about ADCO decision and request for paper

Information about written evaluation

Prepare a 4 to 6 page paper for the interview which will speak to the following:

1. What is your understanding of the meaning of ordination, and how do you relate to ordination as practiced in the SDA church?
2. What indicators do you observe in yourself which tell you that you are ready to be ordained?
3. What have you observed about yourself and your ministry which makes you sure of your calling to ministry?
4. What have you done to attend to personal and family needs while pastoring? To what indicators can you point that you have a healthy emotional makeup, and that your family and personal life is healthy?
5. How do you see your work as a local pastor in the context of, and in connection with, the local conference and the world church?
6. Revisit once again your personal theology of ministry. How has it changed or grown since first writing about it a year ago?
7. What are your dreams for your life of ministry? What do you envision yourself doing as you progress through your life, and what goals for continued growth have you established for yourself in ministry?

Date Written Personal Evaluation Received

Date of Ordination Review

Want to expand definition of success to more than numbers and series

Outreach must be a part of the process, and we need to examine trends

Want to focus more on church health. Would do this by . . .

6 month check-up after arriving – what is their assessment of needs

18 month conversation about how needs have been addressed

24 months form review committee made up of Mentor Pastor, former

Sr. Pastor, Head Elders, myself and other conference officials to be determined