



**Certified Level Internship**

# **Student Manual**

*Investing in the Next Generation of Ministers of the Gospel*





# Certified Internship Assignment Checklist

|  | Date Submitted |
|--|----------------|
| <b><i>Mentor must be either a Licensed or Ordained Assemblies of God Minister</i></b><br>Intern submits the Mentor Covenant signed by Mentor. The Intern will scan and email to Internship Director for approval: <a href="mailto:internshipdirector@mnaog.org">internshipdirector@mnaog.org</a> |                |
| Mentor Approved by Internship Director -Intern uploads mentor covenant into Moodle.  |                |
| Initial meeting with mentor to schedule intern/mentor meetings, schedule required church events, and discuss the article, <i>The Heart of a Pastor</i> , as found on Moodle  |                |
| Initial orientation phone call with the Internship Director before the internship starts   |                |
| Spiritual Gifts Inventory Reflection Paper   |                |
| Pre-Marital Counseling Reflection Paper  |                |
| Wedding Reflection Paper   |                |
| Funeral Reflection Paper   |                |
| Water Baptism Reflection Paper   |                |
| Communion Reflection Paper   |                |
| Personal Evangelism Reflection Paper   |                |
| Discipleship Reflection Paper  |                |
| Prayer Journal Reflection Paper  |                |
| Reflection Paper for Book: <i>Spiritual Leadership</i> by J.O. Sanders   |                |
| The Final Internship email written by the Mentor stating the intern's suitability for ministry. <b>Mentor</b> will email directly to: <a href="mailto:Internshipdirector@mnaog.org">Internshipdirector@mnaog.org</a>   |                |

**All reflection papers need to be submitted using the following instructions:**

- **Assignments MUST be typed**, one page in length, 12-point font with one-inch margins
- **No pictures taken from your camera submitted in an email will be accepted.**
- **Save your assignment in this format:** *Assignment name- Your name - date*. **Also** type this information on the top of your reflection paper
- **Assignments must be submitted in either in a Word document or PDF format and then uploaded into Moodle.** (Uploading directions for students are on Moodle)
- Assignments completed on an Apple Computer in Pages ***must*** be saved in a PDF format.

## Spiritual Gift Inventory

*“Each of you should use whatever gift you have received to serve others as faithful stewards of God’s grace in its various forms.” 1 Peter 4:10*

Followers of Christ are instructed to love and earnestly desire to seek spiritual gifts so they can minister more effectively as they work toward building the body of Christ. We are instructed to use these giftings wisely, as directed by the Holy Spirit, and to develop our giftings for the collective benefit of the Body of Christ, and to the glory of God.

### **Objective of the Spiritual Gift Inventory Assignment:**

To gain insight into the intern’s giftings and ministry direction and evaluate how the gifting may have matured and expanded so that the intern can contribute their giftings back into the body of Christ..

### **Steps to Complete the Spiritual Gift Inventory Assignment:**

1. Interns will go online, and access the **Wagner-Modified Houts Questionnaire**.
2. Complete the spiritual gift inventory. After tallying your score, read the suggested spiritual gift definitions and Bible references that are associated with your identified giftings.
3. Write a **Spiritual Gift Inventory Reflection Paper** that examines, evaluates, and identifies your special abilities or spiritual gifts. In your Reflection paper include a reflection of the following components:
  - Your Dominant three giftings.
  - Your Subordinate three giftings.
  - In what way are you **currently** using these six giftings in the Body of Christ?
  - Describe how these giftings have impacted your **past** ministry and may impact **future** ministry.
  - As you look at the results, identify how your identified giftings work together in strength to serve the Body of Christ.
4. Discuss your inventory results and your **Spiritual Gift Inventory Reflection Paper** with your mentor.
5. After discussing your **Spiritual Gift Inventory Reflection Paper** with your mentor, submit your reflection paper to the MNSOM Internship Director by uploading your paper into Moodle.

**Moodle Submission Process:** Reflection papers **must** be typed. Type your name, assignment title, and date in the upper right-hand corner of the paper (ex: John Doe – Spiritual Gift Inventory Paper—3.22.2021). Save your document as a PDF or Word Document on your computer with your name and assignment name. (ex: John Doe-Spiritual Gift Inventory Paper).

In Moodle, access your Internship class. Select the corresponding assignment title. Click “**Add Submission**”. Attach document, and “**Save Changes**.” You will receive an email confirmation of your assignment submission. (**Detailed how-to instructions are in Moodle under the “General Information” section**).

Within the next 5 business days you will receive another email stating that the director has given feedback. Go to GRADES in the Internship class to see if it has been marked “complete” or “incomplete” and feedback.



*"Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace." Ephesians 4:2-3*

### Objective of the Pre-Marital Counseling Assignment:

To gain exposure and competence in pre-marital counseling by planning and/or participating in, **or** observing and evaluating a pre-marital counseling session and/or reviewing and evaluating a pre-marital counseling resource recommended or approved by the mentor.

### Steps to Complete the Pre-Marital Counseling Assignment :

1. The intern will seek an appropriate opportunity to attend a pre-marital counseling session with the permission of those being counseled and the mentor/coach OR by identifying an appropriate pre-marital counseling resource for review.
2. Review and discuss insights and questions generated by your participation in a pre-marital counseling session OR the review of an appropriate and approved pre-marital counseling resource with the mentor/coach.
3. The intern will interview their mentor on the following questions:
  - Do you *require* pre-marital counseling with the engaged couple who ask you to perform their marriage ceremony? If so, what materials or online helps do you use?
  - What aspects of the marriage relationship do you concentrate on in each session?
  - How many sessions do you usually hold with the couple? How much time is allowed between sessions? How long are the sessions that you spend with the couple in the pre-marital counseling sessions?
  - Do you require that the couple complete assignments between sessions? If so, what is the nature of those assignments?
  - Do you require the couple to read books, portions of the Bible or complete an online marriage assessment?
4. Write a **Reflection Paper** that examines, evaluates, and identifies areas of the overall experience of working with couples before they marry and the input of your mentor's experiences. Discuss your paper with your mentor.
5. After discussing the **Pre-Marital Counseling Reflection Paper** with your mentor, submit a copy of the Reflection Paper to the Internship Director by uploading your paper into Moodle.

**Assignment Submission Process:** Reflection papers *must* be typed. Type your name, assignment title, and date in the upper right-hand corner of the paper (ex: John Doe – Pre-Marital Counseling—3.22.2021). Save your document as a PDF or Word Document on your computer with your name and assignment name. (ex: John Doe-Pre-Marital Counseling

In Moodle, access your Internship class. Select the corresponding assignment title. Click "**Add Submission**". Attach document, and "Save Changes." You will receive an email confirmation of your assignment submission.

**(Detailed how-to instructions are in Moodle under the "General Information" section)**

Within the next 5 business days you will receive another email stating that the director has given feedback. Go to GRADES in the Internship class to see if it has been marked "complete" or "incomplete" and feedback.





*Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres. Love never fails” 1 Corinthians 13:4-8*

### Objective of the Wedding Assignment:

To gain competence in performing, planning, and/or participating in and/or observing and evaluating a wedding under the guidance of a mentor.

### Steps to Wedding Assignment Completion:

Observe a wedding under the guidance of your mentor. Using the questions listed below, prepare a Reflection Paper about your experience and the knowledge you gained from your observations.

1. What is the minister's policy about pre-marriage counseling with the couple desiring marriage?
2. Does the minister meet with the couple to plan the wedding? What transpires during those meetings? Is there a wedding planning guide that they use?
3. What is the church's policy regarding any rental fees, custodial fees, etc. related to the rehearsal, wedding and reception?
4. What is the minister's and/or church's policy regarding performing marriages for people who have been divorced? **Consult the AG website for divorce policy.**
5. What is the minister's/church's policy regarding performing marriages for unbelievers, believers only, one a believer and the other not a believer, couples living together before marriage and/or same sex couples? **Consult the AG website for same sex marriage policy.**
6. What are the legal requirements that need to be accomplished in the wedding ceremony for a minister performing a marriage in Minnesota?
7. How does the minister complete and process a marriage certificate?
8. Intern will write a **Wedding Reflection Paper** that examines, evaluates, and identifies areas of the overall experience, lessons learned and opportunities identified to invest in more education on the subject.

After discussing the **Wedding Reflection Paper** with your mentor, submit a copy of the Wedding Reflection Paper to the Internship Director by uploading your paper into Moodle.

**Moodle Submission Process:** Reflection papers **must** be typed. Type your name, assignment title, and date in the upper right-hand corner of the paper (ex: John Doe – Wedding Paper—3.22.2021). Save your document as a PDF or Word Document on your computer with your name and assignment name. (ex: John Doe-Wedding Paper).

In Moodle, access your Internship class. Select the corresponding assignment title. Click “Add Submission”. Attach document, and “Save Changes.” You will receive an email confirmation of your assignment submission. **(Detailed how-to instructions are in Moodle under the “General Information” section)**

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# Funerals

*“Do not let your hearts be troubled. You believe in God; believe also in me. My Father’s house has many rooms; if that were not so, would I have told you that I am going there to prepare a place for you?” John 14:1-2*

## Objective of the Funeral Assignment:

To gain competence in performing, planning and/or participating in and/or observing and evaluating a funeral service under the guidance of a mentor.

## Steps to Complete the Funeral Assignment:

Interns will shadow and observe their mentor or appointed minister perform a funeral at your church or local funeral home. Use the questions below for discussion with your mentor so they can include them in their **Funeral Reflection Paper**.

1. In what ways does the minister offer comfort, counseling and guidance to the family of the deceased?
2. When does a minister meet with the family of the deceased and what transpires in those meetings? How does the minister determine the order of service and the message they will share at the funeral service? What scriptures are used? What are references to the deceased?
3. What is the flow/agenda of the service? How long does the funeral last? Is there an opportunity for anyone else share in the service in addition to the minister? Is there a salvation message?
4. What is the philosophy of the minister regarding the purpose for their ministry at a funeral?
5. What does the minister do at the graveside/burial?
6. How does the church come along side of the grieving? Does the church offer to provide a meal or fellowship for the family of the deceased? If so, who organizes the meal and where is it prepared and served?
7. How does the minister provide care to the family after the funeral? For how long? What does grief care look like?

After discussing the **Funeral Reflection Paper** with your mentor, submit your reflection paper to the Internship Director by uploading your paper into Moodle.

**Moodle Submission Process:** Reflection papers *must* be typed. Type your name, assignment title, and date in the upper right-hand corner of the paper (ex: John Doe – Funeral Paper—3.22.2021). Save your document as a PDF or Word Document on your computer with your name and assignment name. (ex: John Doe-Funeral Paper).

In Moodle, access your Internship class. Select the corresponding assignment title. Click “*Add Submission*”. Attach document, and “Save Changes.” You will receive an email confirmation of your assignment submission. **(Detailed how-to instructions are in Moodle under the “General Information” section)**

Within the next 5 business days you will receive another email stating that the Internship Director has graded and/or given feedback. Go to GRADES in the Internship class to see if it has been marked “complete” or “incomplete” and /or feedback.



*“And he took bread, gave thanks and broke it, and gave it to them, saying, “This is my body given for you; do this in remembrance of me.” In the same way, after the supper he took the cup, saying, “This cup is the new covenant in my blood, which is poured out for you.” Luke 22: 19-20*

### **Objective of the Communion Assignment:**

To gain competence in performing ministerial functions by planning and/or participating in and/or observing and evaluating a communion service under the guidance of a mentor.

### **Steps to Complete the Communion Assignment:**

Seek an appropriate opportunity with your mentor to fulfill the objective for serving communion. Participate in a communion service and interview your mentor or assigned minister using the questions listed below:

1. How often is communion served?
2. Who purchases and prepares the elements and what are the steps to prepare?
3. What is the procedure to serve the elements of communion in the service?
4. Who cleans up when communion is finished? What is the process?
5. Do you take time to explain the meaning and significance of communion every time communion is observed? If so, how is this done? What scriptures are used?
6. Is there an offer of time for preparation and reflection before the elements are received in order to have a right heart with God?
7. Is there an offer of prayer for salvation or healing during the observance of communion?
8. Is the schedule or structure of the church service in which communion is observed any different than any other worship service? If so, how and why?
9. Is anyone prohibited from participating in communion (young children, non-members, etc.)? If so, who? How is that announced or explained before serving communion?

After discussing the **Communion Reflection Paper** with your mentor, submit a copy of the Reflection Paper to the Internship Director by uploading your paper into Moodle.

**Moodle Submission Process:** Reflection papers *must* be typed. Type your name, assignment title, and date in the upper right-hand corner of the paper (ex: John Doe – Communion Paper—3.22.2021). Save your document as a PDF or Word Document on your computer with your name and assignment name. (ex: John Doe-Communion Paper).

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*"We were therefore buried with him through baptism into death in order that, just as Christ was raised from the dead through the glory of the Father, we too may live a new life." Romans 6.4*

### **Objective of the Water Baptism Assignment:**

To gain competence in performing water baptisms by planning and/or participating in and/or observing and evaluating water baptism education and service under the guidance of a mentor.

### **Steps to Complete the Water Baptism Assignment:**

Participate in a water baptism service under the guidance of your mentor and engage in a conversation using the questions listed below:

1. What is the Assemblies of God's position on water baptism?
2. What are the requirements in your church for being water baptized?
3. Do you offer/require a class or individual counseling as a requirement for baptism candidates? What things are explained about water baptism. Is there an explanation that water baptism does not save you but that the candidate has entered into a born again relationship with God through the saving grace of Jesus Christ? Are the differences between water baptism and baptism in the Holy Spirit clarified. Are the differences between baby and water baptism discussed?
4. What practical advice is given to candidates before the water baptism such as what to wear, how to hold their arms and nose etc.
5. Do baptismal candidates share their testimony of salvation during their baptism? Why or why not?
6. What is the procedure for set up and take down of the baptism service?
7. What is the format/schedule of a typical baptismal service either within a church service or as a stand-alone?
8. Do you provide the baptismal candidates with a baptismal certificate?
9. Does the church provide any kind of reception following the water baptismal service? If so, are church, members, relatives, and friends of those being baptized invited to attend?

After discussing the **Water Baptism Reflection Paper** with your mentor, submit a copy of the Reflection Paper to the Internship Director by uploading your paper into Moodle.

**Moodle Submission Process:** Reflection papers *must* be typed. Type your name, assignment title, and date in the upper right-hand corner of the paper (ex: John Doe – Water Baptism Paper—3.22.2021). Save your document as a PDF or Word Document on your computer with your name and assignment name. (ex: John Doe-Water Baptism Paper).

In Moodle, access your Internship class. Select the corresponding assignment title. Click *"Add Submission"*. Attach document, and *"Save Changes."* You will receive an email confirmation of your assignment submission. (**Detailed how-to instructions are in Moodle under the "General Information" section**)

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# Personal Evangelism



*“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 28:19-20*

## Objective of the Personal Evangelism Assignment:

To gain competence in personal evangelism by mastering a witnessing strategy, presenting the gospel to a non-believer, and seeking to engage that person in pre-conversion and/or post-conversion discipling.

## Steps to Complete Personal Evangelism Assignment:

Identify from the following your personal evangelism style to win people to Christ:

**Pulpit Evangelism:** Preaching to a large group of people at the same time. And while this way allows you to reach many hearts simultaneously, however, one can never be sure how much of the Gospel is being heard. Examples include evangelists like Billy Graham or a local pastor delivering the Gospel from the pulpit.

**Aggressive Evangelism:** This approach is the direct opposite of Pulpit Evangelism. Its main advantage is being one-on-one with individuals that are typically people one has never met. While most Christians may not have the opportunity to preach to large crowds of people, nothing stops them from an aggressive planned approach. The heart of aggressive planning evangelism lies in making connections with complete strangers and sharing the good news of the Gospel with them. Examples include door-to-door evangelism, street evangelism etc.

**Passive Evangelism:** This method of evangelism has two benefits. First, it allows an opportunity to share the Gospel with unsaved people within personal and professional relationships and present the Gospel of Jesus Christ. Second, it allows you to help increase the faith of the people within your influence that already are followers of Jesus Christ.

1. Identify and master a personal evangelism strategy. If you don't use a particular strategy (such as Romans Road, etc.) Talk with your mentor about a recommendation and seek help on developing an approach.
2. Seek an appropriate opportunity to present the gospel to a non-believer and to engage them in pre-conversion or post-conversion discipleship.
3. Review and discuss insights and questions regarding personal evangelism with the mentor.
4. Write a **Reflection Paper** that examines, evaluates, and identifies areas of strengths and challenges in your personal evangelism. Discuss your reflection paper with your mentor.

After discussing the **Personal Evangelism Reflection Paper** with your mentor, submit a copy of the Reflection Paper to the Internship Director by uploading your paper from Moodle.

**Moodle Submission Process:** Reflection papers **must** be typed. Type your name, assignment title, and date in the upper right-hand corner of the paper (ex: John Doe – Personal Evangelism Paper—3.22.2021). Save your document as a PDF or Word Document on your computer with your name and assignment name. (ex: John Doe-Personal Evangelism Paper).

In Moodle, access your Internship class. Select the corresponding assignment title. Click “Add Submission”. Attach document, and “Save Changes.” You will receive an email confirmation of your assignment submission. (**Detailed how-to instructions are in Moodle under the “General Information” section**)

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# Discipleship

*"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. And surely I am with you always, to the very end of the age." Matt 28:19-20*

## Objective of the Intern's Discipleship Assignment:

For the intern to gain skill and experience in the area of discipleship by identifying and understanding the critical elements needed in the life of a disciple. This assignment will also assist in gaining competence in planning and participating in an established lay discipleship process within the church or creating a mentoring relationship with another believer.

## Steps to Complete the Discipleship Assignment:

1. Interns will read the article from The Assemblies of God Influence Magazine, **7-Practices of Spirit - Empowered Disciples**, (see following pages) or access in Moodle under the Discipleship Assignment.
2. Interns will seek an appropriate opportunity by participating in a discipleship process or creating a mentoring relationship with another believer.
3. Interns will review and discuss insights and questions with their mentor while engaged in the discipleship process in a mentoring relationship with another believer.
4. Interns will write a **Discipleship Reflection Paper** that examines, evaluates, and identifies areas of their Discipleship strengths and areas they have identified for improvement in their own efforts of personal evangelism. The Intern will discuss their reflection paper with the mentor.
5. After the intern discusses the **Discipleship Reflection Paper** with their mentor, they will submit the reflection paper to the internship director as directed in their student manual., submit your reflection paper to the MNSOM Internship Director.

After discussing the **Discipleship Reflection Paper** with your mentor, submit a copy of the Reflection Paper to the Internship Director by uploading your paper into Moodle.

**Moodle Submission Process:** Reflection papers **must** be typed. Type your name, assignment title, and date in the upper right-hand corner of the paper (ex: John Doe – Discipleship Paper—3.22.2021). Save your document as a PDF or Word Document on your computer with your name and assignment name. (ex: John Doe-Discipleship Paper).

In Moodle, access your Internship class. Select the corresponding assignment title. Click **"Add Submission"**. Attach document, and **"Save Changes."** You will receive an email confirmation of your assignment submission. (**Detailed how-to instructions are in Moodle under the "General Information" section**)

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## 7 Practices of Spirit-Empowered Disciples

Markers along the Discipleship Pathway

Influence Magazine Winter 2022

I first set foot in an Assemblies of God church as a reluctant 9-year-old. I was determined to continue dismissing anything church related. Broken from my parents' recent divorce, I resented my mother's new embrace of Christianity and saw it as a crutch our family didn't need.

I sat in the back of a National Girls Ministries (then Missionettes) class waiting for it to be over. Despite my attempts to blend into the background, I didn't escape the notice of the teachers and volunteers. They reached out to me that night with disarming love and compassion.

Though I didn't have the words for it at the time, these leaders started discipling me. Week after week, they poured into my life. Slowly, my walls came down. I began to imitate their prayers, their worship, and more. These practices brought me closer to Jesus — and I finally accepted Him.

As a newly saved 11-year-old, I thought, *what if God used me to plant a church one day?* I tucked it in the back of my mind and continued living out Christianity the way I knew how: by faithfully engaging in the practices modeled to me.

Twenty years later, as my husband and I were planting a church and strategizing our approach to discipleship, my mind went back to that classroom where my spiritual formation began. I wanted our new church to be full of disciples whose attitudes and actions demonstrated that they were followers of Jesus, just like those in the church who changed my life.

Disciples are built through attitudes and actions, habits and patterns — practices that identify people as followers of Jesus. The New Testament word for disciple means “learner or follower,” and the journey of discipleship is one of lifelong, regular learning.

Throughout my life and ministry, I have discovered several indispensable practices that bolster the discipleship of individuals and churches. As the national Christian education and discipleship director for the Assemblies of God, I regularly receive phone calls from church leaders asking for guidance on discipleship.

Over the past year and a half, our national office team has worked with ministry leaders, discipleship directors, pastors, professors, and laypeople to identify discipleship practices for every age.

To begin, we defined “disciple” as “a Spirit-empowered, lifelong follower of Jesus.” Then we asked what practices are indispensable for disciples. We came up with a list of seven practices — and you will recognize all of them. The goal here is not to share practices you've not thought of, but to ask whether your church is making disciples who participate in all these areas.

In which practice does your church most excel? In which does your church most need improvement? Use this list as a conversation starter for your staff or ministry team to evaluate whether you are making biblical disciples.

### 1. Bible

**A Spirit-empowered disciple accepts the Bible as the authoritative truth and applies its instructions to everyday life.**

Both the Old and New Testaments provide a launching pad for a deeper walk with Christ. While we may emphasize the New Testament as we introduce people to Jesus (especially in Western

contexts), we should teach the Old Testament as well, empowering people to see the Bible as a unified whole that is relevant to their lives.

Jesus told the gathered crowds on the Galilean mountainside, “Do not think that I have come to abolish the Law or the Prophets; I have not come to abolish them but to fulfill them” (Matthew 5:17). This declaration came after Jesus spent 40 days fasting in the wilderness — 40 days combating successive temptations with God’s Word (Matthew 4:1–11). Only after engaging with the Word did Jesus’ ministry begin. So it will be for His disciples. It starts here.

For years, the primary model for discipleship within the AG was Sunday School. However, more and more churches have moved to a small-group discipleship format. Small groups excel in relational ministry, sometimes at the risk of omitting a systematic study of Scripture — a defining feature of traditional Sunday School. The AG seeks to work within both models while ensuring that the Word is at the center of all church-based, community-building discipleship.

What’s your church’s model for Bible engagement — Sunday School, small groups, or a combination of the two? Consider surveying your congregants. Where do they turn first for advice on relevant issues? Is the Bible a last resort? Are they only thinking about it during the Sunday sermon? Or are they interacting with God’s Word daily?

Remember to bring in the whole Scripture as much as possible, whether through exegetical preaching, finding Old and New Testament parallels, or explaining Bible characters in terms of God’s story rather than stand-alone episodes. When people are turning to God’s Word first and regularly, you know they’re walking as His disciples.

## 2. Spirit

**A Spirit-empowered disciple continually surrenders to the ongoing work of the Spirit and seeks the baptism in the Holy Spirit.**

The Holy Spirit is a Person, not a practice. The practices come when we operate in the Spirit’s gifts (1 Corinthians 12–14) and daily rely on the Spirit’s discernment. When Paul urged the Galatians to “walk by the Spirit” (5:16), he used the imperative form to suggest ongoing action. We are to keep on walking. As people of the Spirit, we practice living in the presence of God.

Some of our churches de-emphasize the baptism in the Holy Spirit with the evidence of speaking in tongues. Others focus too much on a single moment rather than encouraging a lifelong journey of staying “in step with the Spirit” (Galatians 5:25).

Are you putting Jesus — our Savior, Spirit Baptizer, Healer, and Soon-Coming King — front and center in your messages and ministries? We are filled with the Spirit to be *His* witnesses to the ends of the earth (Acts 1:8). Are we seeking His infilling daily?

Mike Clarensau, research coordinator for the Acts 2 Journey, developed several metrics of congregational health in AG churches using data from Annual Church Ministries Reports (ACMRs) for the years 2008–20.

Among other things, Clarensau examined the ratio of salvations to Spirit baptisms in churches with 1,000 or more attendees compared to that of smaller churches. He found that attending a smaller church correlated with a higher likelihood of receiving the baptism in the Holy Spirit.

Larger churches show no signs of closing that gap. In fact, reports of Spirit baptisms in congregations of



Across churches of all sizes, only about 1 in 7 converts experience Spirit baptism.

These figures pose long-term challenges for larger churches in particular. Regardless of our congregation's size, however, we must all ask whether our church is creating opportunities for people to pursue the baptism in the Holy Spirit. Do we teach on the Holy Spirit and celebrate Spirit baptisms?

In the Book of Acts, Luke emphasized the baptism in the Holy Spirit as essential to the growth of the Church (e.g., Acts 8; 19). We must do the same today.

### **3. Mission**

**A Spirit-empowered disciple lives out God's mission in testimony and lifestyle by praying earnestly, giving generously, reaching the lost, participating in church multiplication, and teaching others to follow Jesus Christ.**

Missiologist John York defines the mission of God, or *missio Dei*, as "God's plan to bless the nations through the gospel of Jesus Christ." *Missio Dei* is distinct from, and yet part of, missions, connoting cross-cultural evangelism and discipleship carried out by those with a God-given call to leave their culture of origin.

In a recent Barna survey, 34% of Christian respondents 18–34 years of age agreed that "in the past, mission work has been unethical," compared to 23% of adults aged 35 or over. While these statistics indicate a sad cultural shift, as the body of Christ, we must evaluate the ways in which we live out — or fail to live out — God's mission.

Is our own congregation contributing to an unethical perception? Or are we limiting missions to overseas ministry only? Missions is just one way people may live out *missio Dei*. All followers of Jesus are tasked with fulfilling His mission as recipients of His direct address to make disciples of all nations, beginning within our own context (Matthew 28:18–20).

My prayer is that your church participates actively in home and overseas missions, offering your congregants a broader view of what God is doing in our world. I also pray that your church enables congregants to view their daily lives as infused with God-given purpose.

Are we dismantling the secular-sacred divide by empowering the royal priesthood of believers to view their workweek as an act of worship? Equipping the saints for their daily service — their part in *missio Dei* — is why the Church exists.

### **4. Prayer**

**A Spirit-empowered disciple fosters connection with God through daily time with Him, praying in the Spirit, and praying in faith for the needs of others.**

The supreme example of the necessity of prayer for disciples is Jesus. He often withdrew to the wilderness for prayer (Luke 5:16), rose to pray while it was still dark (Mark 1:35), and ended or extended His evenings by seeking the face of God (Matthew 14:23; Luke 6:12). Jesus taught His followers about prayer (Matthew 5:44; 6:5–13), and He demonstrated it (Mark 8:6; Luke 23:34; John 17).

Without overt teaching on prayer, we can unintentionally communicate that prayer is a last resort, a low priority, or simply a private practice — all of which fly in the face of biblical discipleship. Unless we articulate and demonstrate that prayer is central to all we do — because it was central to all Jesus did — it may fall from prominence in disciples' minds

Especially for new believers, communal prayer can seem daunting. A prayer meeting may carry connotations of rising early, misspeaking in the presence of seasoned saints who utter far more eloquent and biblically rich prayers, or length that lends itself to boredom. Yet when we show and tell them what a lifeline prayer is, new believers will come to rely on it in individual as well as group settings. Jesus gave His disciples a model for prayer (Matthew 6:9–13), and it encompassed so much more than asking for needs to be met.

At the church my husband and I planted, we and our leadership team emphasized the importance of faith in prayer. One Sunday morning, a deaf man came forward for prayer during the song service, and our elders gathered around him to pray in faith. By the end of the prayer, this man was able to hear!

What can God do in your midst when you come together as a body in prayer? Do you live with the expectancy of the miraculous? Are you modeling that in your church?

Your church may excel in prayer. You may even have multiple prayer groups for different ages and interests. Take a moment to consider whether every age-level ministry in your church is explicitly communicating the primacy of prayer. Are infants prayed over in the nursery? Are toddlers encouraged to share the names of those who need prayer? Are young people asked to pray for one another?

I participated in all-night prayer services as a young person because my church expected Christians of all ages to seek God sacrificially. While I'm not urging that you make the children of your church stay up all night, I am asking whether prayer shares that kind of centrality in the life of your church.

## **5. Worship**

**A Spirit-empowered disciple continually and humbly worships God in every area of life.**

The Hebrew and Greek words for “worship” in Scripture suggest a bowing of the knee, even prostrating, before a leader or deity. The Bible does not associate acts of worship exclusively with music, and neither should we.

Biblical worship demonstrates the utmost respect and love for God. Our worship should come from a heart that honors Him above all else. In a world in which myriad rival interests compete for our attention, we need to teach people how to redirect their hearts and affections toward God.

I don't mean to diminish the importance of music in church services, the training needed for song leaders and musicians, or the atmosphere congregational singing creates. May our churches be places where we teach all ages to worship “in Spirit and in truth” (John 4:24) — and where we teach them how to worship God with their lives Monday through Saturday.

My prayer is that your church presents a holistic picture of worship by acknowledging the tensions inherent in a world that fights for our affections and by providing ways to identify our proclivities and reprioritize our hearts.

How does your church present a holistic view of worship at every age and stage of life? It certainly looks different at various stages of human development, and at various points in the journey of discipleship from new to mature believer.

Whether your church excels in music ministry or is praying for a worship team, promote a biblical understanding of worship in every age group by teaching people to put God first in their hearts

## 6. Service

**A Spirit-empowered disciple serves through using their unique gifts, abilities, and callings, recognizing the value of every person.**

Jesus came to serve and give His life as a ransom for many (Matthew 20:28; Mark 10:45). Service was His way of life. The same should be true of us. Our service should not be confined to certain times or spaces. Disciples of Jesus should serve wherever they go. In fact, community engagement is critical to the health of a Spirit-empowered church.

Our church plant in New Jersey intentionally fostered a relationship with a nearby elementary school, filling backpacks for back-to-school season, supporting faculty and staff for teacher appreciation, and more. As we built trust, the church eventually became the first-place school leaders turned when families were in need. They would call us when a student's house burned down or when a student was enduring family trauma. This provided many opportunities for us to become the hands and feet of Jesus throughout the community.

When it comes to serving the congregation, many churches have an onboarding process for new volunteers that teaches the mission, vision and values of the church before sharing all the available opportunities for service.

Some churches have more volunteers than they know what to do with, but most do not. People who serve commonly cite a desire to make a difference. Are you and your ministries communicating that people can make a difference — both now and for eternity — or are you asking them to serve because you're short on volunteers?

Of course, love for Jesus and others is the greatest motivation for Christian service (Mark 12:30–31). You may paint a picture of the changes that will reverberate when people step up and volunteer. But are you also pointing to the example of Jesus? His love compelled Jesus to lay down His life for us. When His disciples serve others, they are demonstrating the love of Christ.

I pray that we are addressing the perspective shift that needs to happen for people to view their entire lives — not just their free time — as service. This is critical for a life of discipleship.

## 7. Generosity

**A Spirit-empowered disciple gives generously of their time, talents, and resources to meet the needs of others.**

No more generous a statement can be made than John 3:16. The connection between love and giving is unmistakable, and as with worship and service, this practice of a Spirit-empowered disciple is holistic. Increased devotion to God yields generosity in all areas.

Generosity might not be in your church's description of a disciple, perhaps because people who do not have a relationship with Christ also give generously. Yet generosity remains a defining feature of a Spirit-empowered, lifelong follower of Jesus. After all, Jesus gave until He had nothing left to give.

The hymn in Philippians 2:6–11 beautifully illustrates the willing emptying of divine privilege for our benefit. Are we teaching, in a similar fashion, that generosity involves far more than tithes? What about welcoming the foreigner, or caring for orphans and widows? Service and generosity are tightly linked. We should be serving generously, as Jesus did.

A Barna report published in 2018 revealed a link between serving and giving financially. Christians in the U.S. who gave the most were more likely than others to say they had volunteered within the past week or month. Disciples who are generous in one area are more likely to be generous in the other. Both are expressions of an overflowing heart.

I grew up in a single-parent home in which resources were tight. Yet when my mother heard that someone was in a difficult situation, she always gave from the little we had — because generosity starts in the heart, not the pocketbook. I remember one day when my mother heard someone was sick. We had only a small portion of rice, two cans of beans, and a can of vegetables. Mother packaged up half the rice and a can of beans and gave them away. She didn't wait until the next paycheck. It was in her power to practice generosity that day, so she did.

Does your church teach generosity as a hallmark of discipleship? How would you explain biblical generosity as separate from the world's generosity? And how do you teach and model generosity among impoverished congregants?

These issues are critical to living a generous life modeled after Jesus and His followers. Tithing and supporting missionaries are indelibly part of generosity, but the more holistic aspects are the ones we might unintentionally neglect. No one is off the hook when it comes to generous living. Generosity is an attitude that, even at the youngest ages, should be caught rather than merely taught.

## **Conclusion**

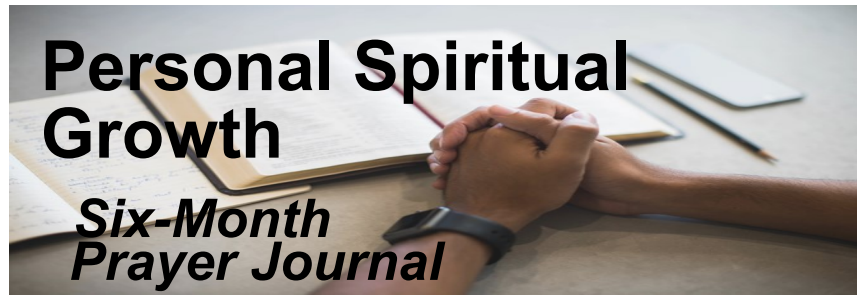
Spirit-empowered disciples look different in every culture, age, and stage, but they are all engaged in the same core practices that increasingly identify them with the Word of God made flesh. From church plants to legacy churches, discipleship should be an embodied invitation to never stop learning about Jesus and never stop following Him.

As your church refines its discipleship pathway, may these time-tested practices reach the broken girl in your children's ministry and the seasoned saint at the altar, so that all may gain Christ and become one with Him (Philippians 3:8–9). That's what being a lifelong learner and follower of Christ is all about. There is no higher goal.

*Source: Winter 2022 edition of Influence Magazine*

*Used with permission*





*"I pray that the eyes of your heart may be enlightened in order that you may know the hope to which He has called you, the riches of his glorious inheritance in his holy people," Ephesians 1:18*

### Objective of the Personal Spiritual Growth Assignment:

To develop a deeper, consistent, and robust discipline in the area of prayer, personal devotions and spiritual growth needed for those called into the ministry. Additionally, this is a time for interns to seek God through this season of prayer to affirm and clarify of their call to vocational ministry.

### Steps to Completing the Personal Spiritual Growth Assignment:

To gain competence in the process of deeper personal spiritual growth needed for the ministry, interns will set aside specific times for daily prayer, scripture reading, and devotions and keep a daily prayer and devotional journal consistently for six months that includes:

- Scriptures read,
  - Scriptural insights
  - Prayer Needs, Answered Prayer
  - Insights gained from non-biblical reading such as a daily devotional
  - Reflections on personal spiritual growth including insights, challenges, victories and clarity of God's call on their life for ministry
1. Interns will write a **Personal Spiritual Growth Reflection Paper** that examines, evaluates, and identifies areas for improvement for your prayer and devotional life. The reflection paper should also capture what God is impressing on them regarding clarification of the call that God has impressed in your time of prayer.
  2. Review and discuss insights and questions with the pastor/mentor that grow out of your prayer, devotional life, and your call to ministry. ***Note: The intern needs only to show the mentor that you have a physical copy of your completed prayer journal. The mentor will not read any of your journal. The intern will keep their prayer journal and will not turn it in.***

After discussing the **Spiritual Growth Reflection Paper** with the mentor, submit a copy of the Reflection Paper to the Internship Director by uploading your paper into Moodle.

**Moodle Submission Process:** Reflection papers ***must*** be typed. Type your name, assignment title, and date in the upper right-hand corner of the paper (ex: John Doe – Prayer Journal 3.22.2021). Save your document as a PDF or Word Document on your computer with your name and assignment name. (ex: John Doe-Prayer Journal Paper).

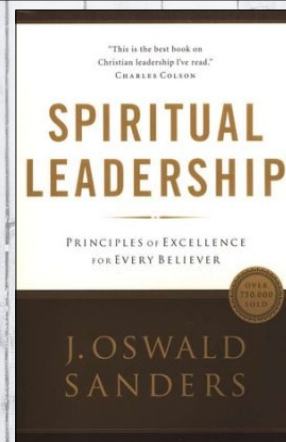
In Moodle, access your Internship class. Select the corresponding assignment title. Click "**Add Submission**". Attach document, and "Save Changes." You will receive an email confirmation of your assignment submission. (***Detailed how-to instructions are in Moodle under the "General Information" section***)

Within the next 5 business days you will receive another email stating that the director has given feedback. Go to GRADES in the Internship class to see if it has been marked "complete" or "incomplete" and feedback.

# Reading Assignment

*Spiritual Leadership: Principles of Excellence for Every Believer*

By: J. Oswald Sanders ISBN: 9780802482273



*"The Kingdom of God will only be advanced by humble servants of God who are led out of a clear sense of divine calling, personal integrity, spiritual depth, the leading of the Holy Spirit and dependence on Christ." J. Oswald Sanders*

## Objective of the Reading Assignment:

To gain competence in core areas of intern's personal life for ministry leadership.

## Steps to Complete the Reading Assignment:

1. Read *Spiritual Leadership* by J.O. Sanders. (Complete ordering information for this book is provided on Moodle)
2. Write a **Reading Reflection Paper** that examines, evaluates and identifies areas of growth opportunities in your personal life and leadership practices. The goal of this assignment is not to write a "book report" but to discuss what the book meant to you personally and capture how it challenged you for ministry leadership growth.
3. Meet with and discuss your **Reading Assignment Reflection Paper** with your mentor. Review insights and questions with the mentor that arose from your reading.
4. After discussing the **Reading Reflection Paper** with the mentor, send a copy of the Reflection Paper to the Internship Director by uploading your paper into Moodle.

**Moodle Submission Process:** Reflection papers *must* be typed. Type your name, assignment title, and date in the upper right-hand corner of the paper (ex: John Doe – Spiritual Leadership 3.22.2021). Save your document as a PDF or Word Document on your computer with your name and assignment name. (ex: John Doe-Spiritual Leadership Paper).

In Moodle, access your Internship class. Select the corresponding assignment title. Click "Add Submission". Attach document, and "Save Changes." You will receive an email confirmation of your assignment submission. (**Detailed how-to instructions are in Moodle under the "General Information" section**)

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