

# WESTWOOD COMMUNITY CHURCH INTERN PROGRAM

- 
- + 1-2 years
  - + Hands-on learning
  - + Classroom learning with senior leaders
  - + Personal development

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# WESTWOOD COMMUNITY CHURCH

## INTERN PROGRAM

**Westwood Purpose Statement:** The purpose of Westwood Community Church is to honor God by enjoying Him through reaching people with the love of Jesus Christ.

**Westwood Vision Statement:** We demonstrate God's love in creative and compelling ways that lead people to know God, worship Him authentically, grow spiritually, serve joyfully, and connect relationally. We are a community with open hands, receiving from God all He wants to give, believing He wants to give us a lot. And with open hands we give it away, believing we cannot out-give God.

### WESTWOOD COMMUNITY CHURCH INTERN PROGRAM PURPOSE:

**Develop transformational leaders for the church**

**Develop future leaders for Westwood Community Church**

### WESTWOOD COMMUNITY CHURCH INTERN PROGRAM OBJECTIVES:

- + Facilitate the development of ministry expertise the intern can apply in ministry contexts internally at Westwood or in some other evangelical setting
- + Offer practical ministry training and best ministry practices
- + Teach Transformational Leadership with the 4-R Model and how to apply it
- + Provide classes to equip the interns to be wise, strong and healthy leaders
- + Mentor and develop interns and help them understand God's specific calling on their life
- + Provide opportunities to have fun serving and learning together as leaders in ministry
- + Give interns opportunities to learn from leaders, churches and other evangelical contexts
- + Model and encourage spiritual maturity, ministry effectiveness, positive and healthy personal interactions and effective staff relations and teamwork
- + Deploy well-equipped, spiritually mature and healthy leaders to lead the church and build the kingdom

### QUALIFICATIONS FOR WESTWOOD COMMUNITY CHURCH INTERN PROGRAM:

- + Baccalaureate Degree (completed or pursuing)
- + Demonstrated commitment as a growing follower of Christ
- + Desire to be in vocational ministry
- + Team player
- + Desire to learn
- + Willingness to take on responsibility
- + Adherence to Westwood Community Church's mission, vision, values, guiding principles and core beliefs

## INTERN RESPONSIBILITIES:

**Schedule:** 20 hours a week

**Reports to:** supervising pastor/director and Next Gen Pastor

### **Responsibilities:**

- + Team with pastor/director and department in carrying out the mission of the church
- + Assist pastor in carrying out the duties assigned to him or her
- + Participate in staff meetings as required
- + Be an engaged participant in all intern experiences and classes
- + Fulfill the ministry area responsibilities assigned by the supervising pastor/director and Next Gen Pastor
- + Meet every other month with pastor/director or Ministry Initiatives for personal development and ministry area development
- + Other duties as needed and assigned

# SYLLABUS

## WESTWOOD COMMUNITY CHURCH INTERN PROGRAM

### INTENSIVES // 20 HOURS EACH

**Each intensive will include classroom learning in the context of a caring community committed to developing you as a leader.**

#### INTENSIVE 1: Leadership

**Reading:**

*The Art of Virtue-Based Transformational Leadership* by McCloskey/Louwsma

**Classroom Learning:**

- + Pastors/directors (1.5 hours)
- + 4-R Model (case studies/scenarios) (10 hours)
- + StrengthsFinder (2 hours)
- + Personality Inventory (PI) (1 hour)
- + Self-Leadership/Soul Care #1 (2 hours)

#### INTENSIVE 2: Teams

**Reading:**

- + *When Teams Work Best* by Lafasto/Larson
- + *The Ideal Team Player* by Lencioni
- + *HBR's 10 Must Reads-On Leadership*

**Outside Learning:**

- + Church visits pertaining to team (8 hours)

**Classroom Learning:**

- + Great Teams, Great Team Players (2 hours)
- + Volunteer Development (2 hours)
- + Conflict Management (2 hours)
- + Boundaries (1.5 hours)
- + Introduction to Personal Development Plan (2 hours)
- + Self-Leadership/Soul Care #2 (2 hours)

#### INTENSIVE 3: Outreach, Sustaining in Ministry, Personal Development Plan

**Reading:**

- + *Theology of Work* by Alistair Mackenzie

**Outside Learning:**

- + Visiting Westwood members who do outreach well (8 hours)

**Classroom Learning:**

- + Outreach (1.5 hours)
- + Hearing from pastors and ministry leaders that finished well (1.5 hours)
- + Personal Development Plan (6 hours)
- + Self-Leadership/Soul Care #3 (2 hours)

## **OTHER MINISTRY LEARNING OPPORTUNITIES // 10 HOURS EACH**

Once a quarter, interns may select a different ministry area to shadow for ten hours.

## **ADDITIONAL RESOURCES & OPPORTUNITIES**

### **Interns Can Take Initiative and Learn the Following From Pastors/Directors:**

- + Worship service planning
- + Shadow a Sunday on multi-site campus (set-up to tear down)
- + Shadow a Sunday on Chanhassen campus
- + Pastoral care visit
- + Funeral service process
- + Wedding service process
- + Baptism service process
- + How budgets and boards work
- + How to effectively communicate
- + Other options available

### **Additional Learning Resources Westwood Offers Interns:**

- + Help with interviewing
- + Help with preparing résumés