

INTERNSHIP/RESIDENCY FAQs:

- **What is the Pastoral Internship/Residency Program?**
 - A: It is an intentional program that seeks to equip, encourage, and sharpen a future pastor for full-time ministry. Similar to a medical residency, the Resident performs the functions of a pastor while operating under the supervision of more experienced pastors.
- **What is the extent of the partnership with Indianapolis Theological Seminary (ITS)?**
 - A: The Intern/Resident serves and receives mentorship at the local church. ITS provides the infrastructure of seminary classes, student unions, and guided learning experiences (“practica”) in which the Intern/Resident participates during his time at the church. The Intern/Resident is not employed by ITS, and the church may end the Internship/Residency at any time.
- **How does a Resident practically benefit a church?**
 - A: The main benefit of a Pastoral Residency is fulfilling the Great Commission to make disciples of all nations (Matt 28:18–20). Raising up leaders who will likely serve elsewhere is a net gain for the gospel and the glory of God. Furthermore, the Internship/Residency program benefits a church in many possible ways:
 - **Growing a Culture of Equipping and Sending**—Having visible Residents reminds a congregation of the larger mission to make disciples of all nations, which includes raising up leaders in order to send them out.
 - **Ministry Oversight**—As a pastor-in-training, the Resident can provide leadership and direction to one of a church’s ministries, which will help the church to do these ministries with greater excellence and care.
 - **Teaching**—A church will likely benefit from the teaching ministry of a Resident, along with any other unique gifts and passions that the Resident brings.
 - **Discipleship**—Residents can focus on discipling others within the church, even as he is discipled.
 - **Administration**—A small amount of allotted hours for each Resident may be devoted to administrative tasks, which can lessen the administrative burden on pastors/staff.
- **Is the Residency open to both men and women?**
 - A: The particular design of this is intended to train pastors, and thus would be open to men only. That being said, Indianapolis Theological Seminary classes are open to both men and women, and a church could certainly design a program for women that sharpens them in their unique callings.
- **What can members of the church do to support these programs?**
 - A: Depending on one’s home situation, church members can volunteer to host a single or married Intern/Resident for at least a year for free or at a reduced rent. In general, church members can welcome a Intern/Resident when he arrives, invite him out to meals, and constantly encourage his ministry development. If the Intern/Resident has a family, members can take a special interest in befriending and encouraging the Intern’s/Resident’s wife and children.
- **When would the Internship/Residency begin?**
 - A: Preferably, Internships/Residencies would begin in August in time for the start of the Fall Semester (9/1). They could also begin in January in time for the start of the Spring Semester (2/1).
- **Who will oversee and supervise the Intern/Resident?**
 - A: Any individual delegated by the church leaders (usually a Senior and/or Associate Pastor).
- **How long is the Internship/Residency?**
 - A: One to four years. The best approach seems to be one year with review and renewal opportunity.
- **How will the Intern/Resident split time between study and service to the church?**
 - A: A fulltime student should plan on approx. 26 hours of class and study per week; the extent to which he serves in the church is up to the church’s leadership.
- **Who is eligible to be an Intern/Resident?**
 - A: Intends/Residents will be men who seek to embody the elder qualifications in 1 Tim 3:1–7 and Titus 1:6–9, who have obtained a Bachelor’s degree, who have a track record of faithfulness, who are well recommended by their local church, and who desire to devote one to three years of further equipping and training in vocational Christian ministry.