Overview of Internship

As the culture continues to shift and emerge, the church has a unique opportunity to connect incarnationally and intrinsically to it. Historically, church starts have been more successful in connecting to the culture in creatively authentic ways.

CBF encourages innovative expressions of church formation from house churches to coffee shop gatherings. This rapidly growing approach to church development has piqued the interest of the younger generations who are looking for their place in ministry. CBF desires to cultivate growing interest among our young constituency and to better prepare potential church start candidates through a carefully crafted internship program with the Church Starts Initiative.

As an intern for Church Starts, a young minister will encounter a unique vantage point of church start development from the beginning stages to that of successful and experienced church start congregations. Church start ministry requires recruiting and equipping a core team of people, engaging a vision, raising funds, and navigating the waters of bi-professional ministry in addition to the traditional requirements of pastoring a church congregation. This internship will provide training and learning opportunities as they grow in understanding of their individual calling to church starting and innovative ministry practices.

Furthermore, the Church Starts Intern will discover the fullness of resources offered to congregations within the Fellowship. The experience and leadership of CBF staff presents priceless opportunities to seek counsel and grow in Christ as both leadership and interns form

www.cbf.net/churchstarts
together. The internship also allows access to the robust ministry opportunities and governing model of the Fellowship. CBF will be a trusted and familiar resource providing the intern with an invaluable network to call upon in the coming years of ministry.

The Cooperative Baptist Fellowship has invested time, funds, and experienced leadership into a robust myriad of ministry opportunities and networks for the many young Baptists who have joined the Fellowship. The energy and imagination they bring to the Fellowship is well-worth these investments. As the Church Starts Initiative at CBF sees a growing interest in young constituency, adequate support is imperative so that they may answer the call on their life well-equipped and aware of the resources offered to them.

**Primary Learning Goals**
In addition to the tangible goals that the church start and intern will set, CBF hopes that the intern will immerse in the following learning goals:

a. Learn the practice contextual ministry within two diverse contexts  
b. Learn applicable incarnational ministry  
c. Experience the dynamics of relational ministry  
d. Learn the delicate balance of bi-vocational ministry  
e. Gain insight into the strength-based approach of leadership, as well as church start leadership development.  
f. Develop pastoral leadership

**Intern’s Primary Responsibilities**
In addition to the tangible responsibilities that the church start and intern will set, CBF hopes that the intern will have these primary responsibilities:

a. Participate in CBF Church Starts initiatives, including: Discernment Cohort and Church Starts Exploratory Conference.  
b. Contribute bi-monthly to the CBF blog about internship experience.  
c. Assist administratively with CBF Church Start endeavors  
d. Participate in monthly coaching sessions with a CBF Church Start coach  
e. Teach and preach  
f. Plan and lead worship  
g. Develop and lead relational-based ministry opportunities  
h. Serve as a pastoral presence to the church community

**Internship Support Network**
CBF wants to a catalyst of support within the internship by providing a church start coach. This aspect of the relationship will center on a monthly and/or as needed gathering with the intern and coach, focusing in on the following points:

- Development and leadership goal setting  
- Professional, spiritual, emotional, and ministerial support  
- Theological and spiritual exploration, through conversation and written reflection

Through relationship and reflection, the success of this initiative will be measured by the pastoral, ecclesial, and leadership development of the intern. In short, CBF wants the intern to walk away educated, edified, equipped, and empowered for his or her next chapter of ministry.
The internships will also include attending the CBF Church Start’s Exploratory Conference. This event is designed to provide a learning and developmental experience for candidates in the process of starting a church with CBF. Registration, travel, meals, and lodging will be covered by CBF.

In addition to the CBF Church starter directly mentoring the intern, each candidate will be connected to the CBF Church Start Initiative staff. The internship candidate will be supervised by Andy Hale, CBF Church Start Specialist, and Harry Rowland, CBF Associate Coordinator.

**Internship Requirements**
CBF Church Starts Initiative is granting two internships per academic year. To qualify for consideration, the candidate and church must meet the following requirements.

The internship is designed for seminary students discerning a call to church starting by serving in one of CBF’s commissioned church starts.

This position is not designed to fund a general administrative or staff internship. The individual must be actively discerning a call to church starting.

Only CBF commissioned church starts are eligible for the internship grant.

The individual must be a seminarian at one of CBF’s partner seminaries:

- Baptist Theological Seminary at Richmond
- Baptist University of the Americas
- Baptist Seminary of Kentucky
- Brite Divinity School
- Campbell University School of Divinity
- Candler School of Theology at Emory University
- Central Baptist Theological Seminary
- Duke University Divinity School
- Gardner-Webb School of Divinity
- Logsdon School of Theology at Hardin-Simmons University
- Lutheran Theological Southern Seminary at Lenoir-Rhyne University
- McAfee School of Theology at Mercer University
- Truett Seminary at Baylor University
- Wake Forest University School of Divinity

For questions about eligibility and requirements, please contact Andy Hale.

**Hours & Compensation**
Each intern will be expected to split 20-30 hours per week with the church and CBF. The split in hours will be negotiated between the intern, the church, and CBF.

An increase or decrease of hours one week should result in an altering of hours the following week to keep the appropriate average of hours worked.
The intern should plan for additional hours worked for special events and trips. The intern should anticipate this situation and should adjust their hours in the weeks prior to the event (i.e. work fewer hours) to accommodate the increased hours that the intern will work during the special event or trip.

CBF will provide $4,200 to each church for the internship, in addition to funds for coaching and travel reimbursement for CBF Exploratory Conference.

The church and intern may negotiate any additional salary. If available, additional resources may be granted by the partner seminary.

**Contact Us**

Please contact Andy Hale with any questions: 919-971-4412 or ahale@cbf.net