



Northview Internship Program

A BRIEF OVERVIEW

For many years, Northview Community Church has worked with interns in various ministries and capacities. This comes from a passion to train young leaders for every area of society, particularly the local church. In fact, one of our Core Values is, **“We value equipping people for transformation and ministry. We believe the responsibility of the church leadership is not to do the work of the ministry, but to equip the body to do the work. Our aim is not to be a marketplace of various ministries, but a mission training center.”** The Northview Intern Program is one way we try to live out our Core Values.

The goal is to provide a place to gain experience, be exposed to a variety of ministries in the church, be mentored by one of our pastors, develop a solid theological base, and develop the gifts that God has given. Internships are 10-12 months long and are paid positions. We pay \$1200 per month and give the option to raise another \$800 per month. While this obviously isn't a salary to get rich on, it does permit an intern to focus entirely on the internship without having to work outside the church. 40-hours a week is the required time commitment. We have no housing available, but will work with interns to find suitable and affordable places to live.

A typical week will consist of a prayer meeting, a two hour theological class, a one hour class with one of our pastors to talk about their ministry and answer questions, visits to other ministries of the church, one-on-one mentoring time with the pastor under whose ministry the intern is working, significant involvement in a specific ministry area, and time for self-evaluation. In addition to this, there will be special events/opportunities to be a part of.

WHO CAN APPLY?

The ideal candidate for our program is a Bible College graduate looking for practical experience. They should be longing to grow deeper in their faith, willing to be stretched personally, seeking to develop in their theological acumen and leadership gifting, wanting a deeper understanding of church ministry and desiring to be equipped for future ministry.

We believe that our program is ideal for a graduate who is looking to flesh out the education they have received in a real-life church experience before going into full-time ministry or pursuing further education. It may also be ideal for people who are questioning their call to work in full-time ministry. Become involved for a year and see how God leads in and through that experience!

We are open however, to people that have not yet finished their degree or are looking at pursuing ministry in the future. We desire to be flexible yet committed to what we believe God has called us to.



OUR CORE VALUES

Our Mission - "Leading people to passionately follow Jesus."

Our Vision - Loving God, one another, and the world.

Loving God:

We value dependence on God expressed through prayer.

Prayer is the primary way that we acknowledge the truth that God is the creator and sustainer of all things. We are to pray about all things and without ceasing, confident that God hears us.

Ac. 17:24-25; Phil. 4:6; 1 Jn. 5:14.

We value living in obedience to the authority of Scripture.

The Bible is God's Word spoken to us. We cannot deliberately ignore the Word of God and consider ourselves followers of Christ. The Spirit of God uses the Word of God to grow the people of God.

2 Ti. 3:16-17; Jm. 1:22; Lk. 6:46-49.

We value yielding to the Holy Spirit.

We are open to the gifts of the Holy Spirit operating in accordance with Scripture. We want to see the fruit of the Spirit (love, joy, peace, patience, kindness, gentleness, faithfulness and self-control) evident in the lives of all who claim to follow Jesus.

1 Co. 12-14; Rm. 12:4-8; Ga. 5:22-23.

We value acts of worship in response to who God is and what He has done.

God acts toward us with grace which is shown in the created world and supremely in the Cross. Our worship is a response to this activity. Our acts of worship include both what we do when we gather corporately each week, and individually in our lives (work, play, study, etc.). The deeper the Gospel is understood, the more extravagant the response.

Luke 7:36-47; Rom 12:1-2; Eph 5:18; Ps 95:1-2; Ps 96:1-3; Rom 12:1

Loving Others:

We value equipping people for transformation and ministry.

We believe the responsibility of the church leadership is not to do the work of the ministry, but to equip the body to do the work. Our aim is not to be a marketplace of various ministries, but a mission training center.

Lk. 10:1-12; Eph 4:11-16.

We value healthy family life.

We believe marriage is designed to be between a man and a woman and strong marriages form the foundation for healthy family life. Marriages like this are achieved by following the guidelines put forth in the Bible (husbands self-sacrificially love their wives, wives respect their husbands, and children obey their parents). In addition we remember that singleness is a gift to be cherished, not a burden to be carried. A single person has increased opportunity to serve God free from distraction. In a culture of broken families we want to emphasize that God acts to redeem less than ideal situations.

Gn. 1:26-27; 2:21-25; Mt. 19:1-12; 1Co. 7:1-16; Eph. 5:18-6:4; Col. 3:18-4:1.

**We value authentic community.**

We seek to be a body of believers that has a deeper commitment to one another than can be achieved by looking at the back of each other's heads each weekend. We want to foster a spiritual family atmosphere where we are open to accountability in our relationships, and have a genuine concern for the welfare of one another.

Eph. 4:25-32; Mk. 3:31-35; Rm. 12:9-16; Jn. 17:20-21; 1 Jn. 3:16-18.

We value being a church that reflects the ethnicity and inter-generational makeup of our local community.

We believe one way that the Kingdom of God is represented in the local church is by the breaking down of social and ethnic barriers. To the degree that we achieve this, we give the world a picture of the way it ought to be. The Gospel forms a community of the old and young, rich and poor, broken and whole, black and white.

Re. 7:9-17; Eph. 2:14-22; Ac. 10:34-35; Gal. 3:28.

Loving the World:**We value doing justice and mercy as an outgrowth of the Gospel both locally and globally.**

Scripture is clear that God cares for the oppressed and the poor. We as a church participate in what God is doing in the world when we have the same values that he does. While caring for the oppressed is not the Gospel itself, it is the result of the Gospel's influence in the lives of those who have embraced it. We seek to balance our priorities between the plight of the disenfranchised in our city and those beyond our borders.

Mic. 6:8; Is. 1:17; 58:6-7; Am. 5:14-15; Lk. 4:16-21; Mt. 25:31-46; Jm. 2:14-17.

We value speaking the Gospel in culturally relevant ways in our community and around the world.

The Gospel is the message of salvation that must be heard to be believed. For the message to be accessible it must be communicated in ways that are understandable to its hearers. Great care must be taken to maintain the fundamentals of the Gospel when communicating it across cultures, but the need to communicate it still remains. We want to be skilled in understanding the nature of the Gospel itself and the context in which we are sharing it.

Rm. 10:14-15; Mt. 28:18-20; Ac. 16:25-34; 1 Co. 15:1-8.

We value reflecting the reign of Christ in every area of life and society.

When Jesus died on the cross and rose again, he won a victory over all powers. He is now seated at the right hand of the throne of God as the reigning King of the universe. His kingdom has been inaugurated, but not yet fully consummated. The church, then, is a foreshadow to the day when Christ's reign will be fully realized in all the earth. A significant part of our mission is to point to that day of consummation in every area of our lives (work, study, home, play, etc.).

Gn. 2; Phil. 4:8.



APPLICATION PROCESS

STEP 1 – Pray for discernment

STEP 2 – Fill out the online application form

- Prepare your written answers for the application by looking at the “Long Answer Questions” below. There is no save feature on the form to come back to your answers at a later time.
- Print off and sign the Code of Conduct, The Applicant Agreement, and the Northview Statement of Faith below. Email to internship@northview.org

STEP 3 – Application will be reviewed and references checked by Intern Director

STEP 4 – Interview #1 – Intern Director

Phone/Live interview to determine if applicant is suitable for program and to inform applicant of specifics of the program

STEP 5 – Interview #2 – Pastor

Phone/Live interview to evaluate suitability of applicant for specific department

STEP 6 – Interview #3 – Intern Director or Designate

Phone/Live theological based interview

STEP 7 – Final Evaluation

Intern Director & Pastor make final decision

If positive, a criminal records check must be done

STEP 8 – If candidate is discerned into the Intern Program, Intern Director and candidate will work through details of Internship

STEP 9 – Prepare to:

- Grow deeper in your faith
- Be stretched personally
- Develop theological acumen and leadership gifting
- Gain deeper understanding of church ministry
- Be equipped for future ministry



LONG ANSWER QUESTIONS

HEART/PASSION

1. What needs do you love to meet?
2. What are your passions?
3. What do you most wish you had in your life that you do not presently have?
4. If you could add just one accomplishment to your life, what would it be?
5. What would you most like to do, change, or try?

SPIRITUAL EXPERIENCES

1. Please provide a brief background of your life story. Information provided could include where you were raised, your family life, education, and significant life experiences.
2. When did you begin a personal relationship with Jesus and how did that commitment change your life?
3. When were you baptized and what did it mean to you?
4. How is God working in your life today, and what changes do you and others recognize in your life?
5. How would you describe your evangelism style?
6. How would you define working with a 'team ministry' approach? What experience have you had with that style of ministry?

THEOLOGICAL QUESTIONS

1. Do you have any problems or hesitations with the Mennonite Brethren confession of faith?
2. What is the Gospel?
3. What are your views regarding how Divine Sovereignty and human responsibility coexist? Would you call yourself a Calvinist or an Arminian or something else? Why?
4. What are your views regarding the gifts of the Spirit? Do you believe the gifts of tongues, prophecy, and healing are for today? If yes, how should they function in the local church today?
5. Who are some of your favourite Christian authors and speakers? Please explain what you appreciate about each one.
6. What are your views on baptism? Do you baptize believers only or believers and their children?
7. What are your spiritual gifts and how have they been affirmed in your life?
8. How have you developed leaders throughout your ministry?
9. In your opinion, what are the most pressing issues or challenges facing North American Christians in the beginning of the 21st century?
10. What are the most dangerous false teachings in the contemporary evangelical church in your opinion?