



**PIP**

Pastoral Internship Program

# ***P.I.P.***

## **Do you want to be a senior pastor or in full-time ministry? Do you want to plant a church, or become a missionary?**

Our *P.I.P. Graduate internship* is what you have been looking for. In two short years, you will be trained in real day-to-day pastoral ministry, and you will be paid and provided for as a pastoral intern in P.I.P.

### **How does the Internship work?**

- You are paid and provided housing with utilities to be trained on the role of the pastor.
- It is a two-year commitment to WTAP, and your region. (You are guaranteed out of your commitment after two years.)
- You will shadow pastors, going where they go and learning all processes of the church from leading a ministry to the board room at meetings.
- After your commitment is completed you will be ready to lead a church as a pastor or staff member.
- You may choose whatever direction you want to go, but the options here in WTAP are church planting, taking an open church, missions, or helping the church you're in and taking over for a retiring pastor.

### **Why do I need the Pastoral Internship Program?**

The knowledge you attain in college is wonderful, but only 5% of real, authentic, day-to-day pastoring. There is so much to learn and up until now, we had to learn like driving bumper cars at the fair. There are so many facets that college can't teach you because you begin to deal with living and breathing human people who have attitudes, hurts, sins, and so many problems.

There are ways to be effective working with a board at church. To start or continue a ministry is work, and you can avoid the pitfalls and failures of so many easy day-to-day pastoral problems. Less than 10% of pastoral work is preaching, the rest is administration, training leaders, building projects, and so much more. That is why you should consider our two-year P.I.P. Graduate internship.

I am praying for you,

Pastor Jon McCullough

# ***P.I.P.***

## **What is expected of the apprentice ministers?**

- \*They can get a part time Job (Recommended 10-25 hours a week- this is optional and up to the person)
  - \*They will serve the two year commitment.
  - \*They will be respectful to the senior pastors and leaders.
  - \*They will be flexible to the needs and resources of the church.
  - \*They will provide for their own meals, phone, car and other personal bills that they bring with them.
  - \*They work at least 25-30 hours a week with the church. (Services and meetings apply to the hours)
  - \*They must apply and be accepted with two references. (One reference from one credentialed minister and one friend or family)
  - \*They must apply for their credentials to be a part of the West Texas and Plains District.
- 

## **The responsibility of the host church**

- \*To provide three meals a week as a kind gesture to help young minister
  - \*To pay a weekly salary of \$150.00-\$400.00, or more if the church is able. (This will vary with churches according to their financial ability)
  - \*To provide housing, in someone's home, an apartment or a house for them.
  - \*The pastors should include the young pastors in all things pastoral, from the board meetings to preaching opportunities.
  - \*The pastors must personally disciple them and teach them how to be a pastor. (Following host pastor teaching track)
  - \*The training should go across all ministries so that the young apprentice ministers will see the needs of each area of the church.
  - \*The church and the senior pastor must be there for the apprentice, at all levels and commit to them, giving opportunities for growth.
- 

- \*The senior pastor is accountable to the regional leaders, the P.I.P. ministry leader, and the WTAP district leaders.
  - \*The pastor will fill out a monthly P.I.P. Report.
  - \*The pastor emails the report to the presbyter of each region, the lead pastor of P.I.P., who passes it on to the WTAP District leadership.
- 

## **What will the Region do?**

- \*The region will try to help the apprentice financially in a time of great need, if possible. (That is contingent with a majority vote by the pastors of the region.)
  - \*The region will pay for them to do a church planting bootcamp.
  - \*The P.I.P. Leadership team will recruit at college days and connect with the recent graduates with ministry opportunities.
  - \*We will be a guide and conduit for all applications and the church selection process.
  - \*We will love them and bring them into our Region family by:
    - A. The regional leaders receives the apprentice, and they will have decided before hand how many churches, and or months at each location.
    - B. The presbyter decides where he, she, or the couple will go. Then pastor of the chosen church brings them in and follows the guidelines above for the Pastor's responsibilities
- 

## **What is the ultimate goal?**

- \*To train up ministers
  - \*To equip a new minister to be able to step into a church and be successful.
  - \*To help the local church.
  - \*To strengthen the ministries and core leadership team of the church.
  - \*To help and serve the pastors of the West Texas and Plains District
  - \*To plant churches, and provide new church planters for our district.
-



# P.I.P.

## Pastoral Internship Program (2-Year Post Graduation Pastoral Program)

To complete the application process, please submit the following:

- Application Form
- Written Personal Testimony (To be attached)
- Pastoral Recommendation
- \$50 Application fee

Email application items to: wtappip@gmail.com

### PERSONAL INFORMATION

|                                  |                          |                          |     |
|----------------------------------|--------------------------|--------------------------|-----|
| Last                             | First                    | Middle                   |     |
| Address                          | City                     | St                       | Zip |
| Permanent Address (if different) | City                     | St                       | Zip |
| E-mail                           |                          | Birthdate                |     |
| Home phone                       | Work phone               | Cell phone               |     |
| Gender                           | Male                     | Female                   |     |
|                                  | <input type="checkbox"/> | <input type="checkbox"/> |     |

### CITIZENSHIP

I am citizen of  United States  Other \_\_\_\_\_

### EDUCATION

Are you currently a student?  Yes  No  Full time  Part Time

List your high school and college education

| SCHOOL | LOCATION | DATES ATTENDED | GRADUATED  | GPA | DEGREE |
|--------|----------|----------------|--|-----|--------|
|        |          | from:      to: | <input type="checkbox"/> yes <input type="checkbox"/> no |     |        |
|        |          | from:      to: | <input type="checkbox"/> yes <input type="checkbox"/> no |     |        |
|        |          | from:      to: | <input type="checkbox"/> yes <input type="checkbox"/> no |     |        |



# *P.I.P.*

## Pastoral Internship Program

(2-Year Post Graduation Pastoral Program)

### HOME CHURCH INVOLVEMENT

---

What is your home church?

AG District

---

Senior Pastor

---

Address

City

State

Zip

---

How long have you been involved there?

Your church?

Yes

No

---

Do you know what you are called to?



# *P.I.P.*

## Pastoral Internship Program

(2-Year Post Graduation Pastoral Program)

### HEALTH INSURANCE AND MEDICAL EXPENSES

(Optional)

I have been asked to obtain, at my own expense, basic health and medical insurance coverage before P.I.P. begins. Whether or not I obtain medical insurance, P.I.P. will not be responsible for any of my medical expenses whatsoever during P.I.P. and I understand that I must cover all of my medical expenses and related costs.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_



# *P.I.P.*

## Pastoral Internship Program

(2-Year Post Graduation Pastoral Program)

### CODE OF CONDUCT

One of P.I.P.'s most important goals for each intern is to facilitate growth and development of Christian character and leadership in line with biblical principles. Interns are looked upon by others as examples of how to live, give, act, serve, respond and love. It is expected that interns live in such a manner that brings glory to God in their behavior and attitudes outside of internship settings. Therefore, interns are expected to follow codes of conduct that should not be taken legalistically, but as boundaries for protection and integrity while in the 2-Year Post Graduation Pastoral Program.

Therefore, each intern is expected to:

- Deepen relationship with God and make knowing Him priority.
- Communicate a spirit of excellence in speech, conduct, appearance and attitude.
- Develop leadership skills by taking initiative, both verbally and practically.
- Be willing to go the second mile and serve wherever needed.
- Be prompt and faithful in attendance to all scheduled classes and activities.
- Show respect for staff and faculty and cooperate with the aims and endeavors of P.I.P
- Attend all prescribed classes, ministry sessions and activities required unless formally excused.
- Not cell phone dominated

P.I.P. will provide the framework and support needed to bring personal growth. If you find however, that you are genuinely struggling with such issues, we advise that you speak to the P.I.P. Staff and allow them to bring guidance, counsel and correction to your situation.

Disciplinary Agreement:

I, \_\_\_\_\_, understand that I am responsible to abide by the rules set forth by the Internship, its leaders and supervisory personnel. Any serious infractions of rules and/or conduct by me can result in dismissal from the internship. In the events I am dismissed from the internship, I, the undersigned agree to assume cost of returning home. I also agree to forfeit any possible refund. I understand that such action would only be taken under extreme circumstances.

Applicant's Signature: \_\_\_\_\_ Date: \_\_\_\_\_



# P.I.P.

## Pastoral Internship Program

(2-Year Post Graduation Pastoral Program)

### HOUSING RULES AND RESPONSIBILITIES

#### ROOM GUIDELINES

Room expectations are as follows:

- Keep living space clean
- Be respectful of the noise you may make
- Respect the items in the room and furniture
- Clean or fix anything broken or dirtied by you

#### AGREEMENT

I, \_\_\_\_\_, understand that I am responsible to abide by the Housing Rules/ Guidelines set forth by the Internship, its leaders and supervisory personnel. Any serious infractions of rules and/or conduct by me can result in dismissal from the program. In the events I am dismissed from the program, I, the undersigned agree to assume cost of returning home. I also agree to forfeit any possible refund. I understand that such action would only be taken under extreme circumstances.

Applicant's Signature: \_\_\_\_\_ Date: \_\_\_\_\_





# P.I.P.

## Pastoral Internship Program (2-Year Post Graduation Pastoral Program)

### PASTORAL RECOMMENDATION

---

First Name Last Name Phone

---

Address City State Zip

---

Signature Date

Each Intern must submit a pastoral recommendation. Your comments are a valuable part of our decision-making process; therefore, we ask you to complete this form carefully. This recommendation should be returned directly to P.I.P. If you have any questions, please call Pastor Jon McCullough at 325.263.2024

---

First Name Last Name Phone

---

Position Email

How long have you known the applicant? Please describe your relationship to the applicant.

---

How well do you know the applicant?  Very well  Well  Casually

Does the applicant demonstrate a personal relationship with Jesus Christ?  Yes  No

no, please explain: \_\_\_\_\_

Please check the word that most accurately describes the applicant's abilities in these areas:

Leadership Ability  poor  fair  good  outstanding  unknown  
Emotional Maturity  poor  fair  good  outstanding  unknown

Based on the above information, would you recommend this person as an Intern at P.I.P. at this time?

Strongly recommend  Recommend  Do not recommend

---

Signature Date

Thank you for your input! Please email this form to wtappip@gmail.com