

Austin Stone Community Church

Internship and Resident Program Introduction

Our leadership development program provides training in church planting and city renewal with a focus on spiritual formation. Being a part of our entrepreneurial, team-oriented culture will give you first hand experience in the local church and help you develop into a theologically grounded, mission-minded leader.

We currently offer residencies and internships with our staff team. All paid positions are funded by raising support (which we'll teach you how to do).

What Current and Past Participants Have to Say

- Through my residency, I've had the opportunity to learn to develop and equip missional community leaders in south Austin, and mentor leaders of leaders. Additionally, I have been focusing on mobilizing and networking the missional communities to participate in redemption and restoration in neighborhoods all over the city. Overall, I have had the opportunity to capture best practices and hear great stories of life-transformation through missional small groups. I have grown in my knowledge of processes, resources, best practices, roles, responsibilities, and developing a reproducible system of leadership development and mobilization that will transfer well when I plant a church in the future.*

Sean Eppers, Church Planting Resident with Michael Stewart
- The content of what I've learned has been great. I don't see how this could have been any better. I will not leave here wishing I would have heard about this philosophy or read about this idea somewhere. I've also really enjoyed the access to leaders I've gained who are outside The Austin Stone - the conferences, assessments, interaction with other leaders from outside of ASCC has been great. Finally, the learning environment (staff, retreats, day to day in the office) has been a great one to learn in. It really gives me a good picture of how to lead a staff and the overall "feel" I would love to have in a future church plant.*

Jeremy Hager, Church Planting Resident with Michael Stewart

Residencies

Residencies are one-to-one mentorships with an Austin Stone leader. Residents will gain significant exposure to the area of focus in which their mentor is involved. During your one to three year term, you can expect to have a high degree of freedom in ministry, with oversight and training provided by your mentor. A residency is an excellent opportunity for entrepreneurial leaders to emerge and thrive.

In addition to working closely with your mentor, you will participate in a cohort, which will provide training in theology, God's Word, and the character of God. This cohort will also provide a community with which to process your experiences. Typically residents have obtained an undergraduate degree, and are interested in pursuing vocational ministry. However, on occasion we offer residencies designed around a specific skill set such as graphic design or technology development. Residencies are subject to the availability of the staff member you would like to mentor under.

Program Highlights

- 1-on-1 apprenticeship
- Entrepreneurship expected
- Full time
- Outside education encouraged
- Cohort participation
- 360 degree review semi-annually

Basic Information

- Range of Support Raising Needed: \$28,000 - \$80,500 (varies based on size of family, other factors, includes benefits)
- Hour Expectations: 40+ hours per week
- Term: 1 to 3 Years

Internships

An internship is a learning and serving position within a particular area or ministry team. Our interns are key contributors to the day-to-day operations of our church, who learn to lead by doing.

Through this semester-based program, you will have the opportunity to develop theologically through our Intern Seminar Series, while growing in practical ministry skills.

Typically, interns are people in school or recently out of school who desire to develop as leaders while making an impact in the local church. Interns may be exploring vocational ministry or seeking to develop their leadership skills for careers in the marketplace.

Highlights

- Program or departmentally based
- Team oriented ministry
- Supervision and review
- Cohort participation
- Mentorship relationship
- Part time or full time

Application Process

Check out the Internship Board. Find the position you're applying for and download the application associated with that position. Send your completed application with a resume and cover letter to our program coordinator. A member from the area or ministry team hosting the internship will contact you regarding the position. Following the application period, an interview and assessment process will begin. Accepted interns will, if necessary, then begin the support raising process.

Basic Information

We offer 3 levels of internships, reflecting different hours, responsibilities, and support raising requirements.

- Level 1:
 - Support Raised: \$28,000-\$40,000 per year
 - Hours: 40 per week
 - Term: 1-2 years (semester evaluation, annual assessment)
 - Requirements: staff meetings, ministry team meetings, bi-monthly teaching, cohort events
- Level 2:
 - Support Raised: \$500-\$1,200 per month
 - Hours: 20-30 per week
 - Term: one semester (possibility to renew for additional semesters)
 - Requirements: staff meetings, ministry team meetings, bi-monthly teaching, cohort events
- Level 3:
 - Support Raised: none (level three internships are unpaid)
 - Hours: 12-15 per week
 - Term: one semester (possibility to renew for additional semesters)
 - Requirements: staff meetings, ministry team meetings, bi-monthly teaching, cohort events

Sample Job Description

College Student Mobilization Intern

REPORTS TO:

INTERN DIRECTOR (OPERATIONS), MAKE DISCIPLES TEAM LEADER (VISION AND MINISTRY)

MINISTRY CALLING:

To glorify God by mobilizing college students to serve in the global mission of God.

JOB PURPOSE:

This intern will mobilize college students to serve on mission nationally and globally.

JOB VISION:

To provide leadership and momentum to our college student ministry by being a consistent thought leader and logistics coordinator for global mission.

Duties and Responsibilities:

Ministry Roles:

- ◆ Create, organize, and administer college student missional mobilization environments and trips for the Austin Stone.
- ◆ Recruit college mission trip leaders
- ◆ Serve on our mission trip coaching team, helping set up mission trips and coach their leaders.

Expectations:

- ◆ Weekly attendance at gender specific prayer/REAP times (men: 9AM Tuesdays; women: 9:30AM) and staff meeting (Tuesdays at 1pm).
- ◆ Total 20-30 hours per week of ministry, mostly in the church office.
- ◆ Participation in the Intern Training Program.
- ◆ Weekly mentorship meetings with the Make Disciples and College leadership team.
- ◆ Participate in a college missional community

Qualifications:

- ◆ College student, works well with people, organization and administration skills
- ◆ Obedience to the teaching of Jesus, the dynamic leadership of the Holy Spirit, and the authority of the Father.
- ◆ Daily REAP and prayer
- ◆ Diligently seeks a vital and growing personal relationship with the Lord. Will be a student of the Scriptures and a person of prayer. Will keep watch over self and over the flock (Acts 20:28) and pay close attention to himself/herself as well as their doctrine (1 Tim. 4:16). Under God's strong hand, will seek to manage the household well (1 Tim. 3:4, 5). In all areas of life and witness, will seek to shepherd the people of The Austin Stone Community Church by being an example to the flock (1 Peter 5:3).
- ◆ Maintains a teachable and flexible attitude.
- ◆ Has a commitment to the Mission, Statement of Faith, and Core Values of The Austin Stone Community Church.
- ◆ Participates in the general pastoral care of The Austin Stone Community Church.
- ◆ Will become a partner of The Austin Stone Community Church as soon as possible after joining the staff, if not already.

Sample Job Description

Making and Multiplying Disciples Intern

REPORTS TO:

INTERN DIRECTOR (OPERATIONS), MAKE DISCIPLES TEAM LEADER (VISION AND MINISTRY)

MINISTRY CALLING:

To glorify God by making and multiplying disciples of Jesus Christ.

JOB PURPOSE:

This internship focuses on making, multiplying, and mobilizing disciples of Jesus Christ from the harvest fields of Austin, Texas. Interns spend the majority of their work time “outside” of the doors of the church office sharing the gospel and serving the lost. This is a mentorship heavy internship and obedience to the basic commands of Jesus is required. We work through Neil Cole and Bob Logan’s *Raising Leaders for the Harvest*. Interns will learn about and focus on sowing, growing, cultivating, and harvesting Gospel communities.

JOB VISION:

- To develop apostolic leaders who are marked by spiritual empowerment, cultural relevance (specifically, in cultures other than their own), and the ability to use reproducible church planting methods.
- To equip interns with a track record of fulfilling the basic DNA of the Great Commission
- To provide models to The Austin Stone of what it means to make and multiply disciples

Duties and Responsibilities:

Administrative Roles:

- ◆ None.

Ministry Roles:

- ◆ Through counsel with the Make Disciples team, they will decide on a “people group” in which to focus their ministry.
- ◆ During the Fall semester, interns will focus on sowing the Gospel through evangelistic ministry within this people group
- ◆ Time “in the harvest” (i.e., away from the church office and away from Christian subgroups) will focus on personal development (i.e., time management, leadership skills, conversational skills, etc.), cultural exegesis, Gospel incarnation, and strategic disciple making through the establishment of small Gospel communities.
- ◆ Mentorship with the Make Disciples team will operate by a “just in time” training system. This ensures the intern masters the DNA of disciple making before moving on to broader Christian leadership.

Expectations:

- ◆ Weekly attendance at gender specific prayer/REAP times (men: 9AM Tuesdays; women: 9:30AM) and staff meeting (Tuesdays at 1pm).
- ◆ Maximum 8 hours of office time per week (mostly on Tuesday).
- ◆ 12-22 hours per week of strategic disciple making ministry.
- ◆ Share the Gospel (in one of our predetermined methods) at least once a week.
- ◆ Completion of other assigned missional tasks that fit within the sowing/growing/cultivating/harvesting model.
- ◆ Participation in the Intern Training Program.
- ◆ Weekly mentorship meetings with the Make Disciples team.

Qualifications:

- ◆ Obedience to the teaching of Jesus, the dynamic leadership of the Holy Spirit, and the authority of the Father.
- ◆ Daily REAP and prayer
- ◆ Diligently seeks a vital and growing personal relationship with the Lord. Will be a student of the Scriptures and a person of prayer. Will keep watch over self and over the flock (Acts 20:28) and pay close attention to himself/herself as well as their doctrine (1 Tim. 4:16). Under God’s strong hand, will seek to manage the household well (1 Tim. 3:4,5). In all areas of life and witness, will seek to shepherd the people of The Austin Stone Community Church by being an example to the flock (1 Peter 5:3).
- ◆ Maintains a teachable and flexible attitude.

- ◆ Has a commitment to the Mission, Statement of Faith, and Core Values of The Austin Stone Community Church.
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