
The Ministry Intern serves in a two-year ministry internship, actively participating in church or organizational life, spiritual formation, and leadership development. The position combines theological coursework, hands-on ministry, mentoring, and increasing leadership responsibility, preparing interns for long-term vocational ministry.

REQUIREMENTS

- Recent degree in theology, ministry, or a related field OR currently pursuing ministry education while in the program.
- Commitment to a two-year term and willingness to serve 10–15 hours/week in ministry settings.
- Demonstrated call to ministry, including prior ministry experience.
- Ability to participate in regular mentoring, staff meetings, and practical ministry assignments.
- Openness to feedback, spiritual growth, and professional development.

RESPONSIBILITIES

- Be involved in seminary or theological coursework as part of the program (e.g., 6 hours/week).
- Report to elders twice a year for feedback and direction.
- Develop yearly ministry plans in their areas of focus at the beginning of each year.
- Work alongside staff to serve in various ministries depending on their desired area of focus.

COMPENSATION & WORKLOAD

- Serve in church ministry areas for 10–20 hours/week (including worship, discipleship, outreach, pastoral care, and administration).
- Compensation will either be a monthly amount or payments to help offset seminary education. The amount will be determined by the stewardship team in conjunction with the elders.

DESIRED OUTCOMES

By the end of the two-year program, the Minister in Residence will have:

- Explored various areas of ministries to help determine where they feel led to serve in the future.
- Grown in their theological education.
- Learn what it means to shepherd a church through teaching, one-on-one care, and discipleship.
- Grow spiritually through mentoring relationships among the staff and elders.

POSITION SUMMARY

The Missionary in Residence (MIR) will serve as a bridge between the international community (globally or locally) and Providence. This two-year role provides space for a missionary (or missionary family) to grow spiritually, receive care, and be connected to the local church, while also equipping and inspiring the congregation toward deeper international mission involvement.

PRIMARY RESPONSIBILITIES

1. Congregational Engagement & Education

- Share personal experiences and biblical teaching related to missions through preaching, teaching, Bible studies, and small group settings.
- Provide training on cross-cultural living, evangelism, and disciple-making.
- Encourage members to consider short-term, mid-term, and long-term mission opportunities.

2. Pastoral Care & Spiritual Growth

- Meet with Missions Pastor weekly for the purpose of spiritual growth and ministry strategy.
- Commit to one small group within the church to connect with others in the congregation for personal growth and connection .
- Participate in retreats, coaching, or counseling opportunities to remain healthy and prepared for future ministry.
- Use this two-year residency as a season of spiritual renewal, continuing theological education, and vocational reflection

3. Church Missions Strategy & Development

- Partner with missions team or staff to evaluate and strengthen the church's missions philosophy and practices.
- Support international mission partnerships by providing field insights and helping maintain relationships with international partners.
- Assist in planning global missions conferences, prayer gatherings, or mission trips.
- Consult with church leaders on best practices for missionary care and mission strategy.

QUALIFICATIONS

- Demonstrated experience in cross-cultural, international mission work.
- Strong communication and teaching skills (public speaking and storytelling).
- Pastoral heart for shepherding and mentoring others.
- Alignment with the church's mission, vision, and doctrinal commitments.
- Willingness to serve collaboratively with staff, teams, and volunteers.

TIME COMMITMENT & COMPENSATION

- Duration: 24 months (with review at 12 months).
- Workload: Will spend 10hrs per week working with church staff, coaching meetings, and small groups. Workload may be altered depending on current ministry requirements.
- Compensation: Providence will commit to use missions budget to provide _____/mo for the two year program (evaluate compensation at the end of year one).

DESIRED OUTCOMES

By the end of the two-year program, the Missionary in Residence will have:

- Helped shape a more globally minded congregation.
- Grown spiritually and connected to a local congregation.
- Contributed to a sustainable and strategic missions framework for the church.
- Personally experienced rest, renewal, and readiness for the next phase of ministry.