



ADVENT CHRISTIAN
GENERAL CONFERENCE

Approved Internship Ministry Site

Manual

March 2012

Advent Christian Internship

Description

The Advent Christian Internship program was created for the purpose of introducing people to healthy ministry. It was designed to give ministry-minded people a real-life experience in an active, healthy, kingdom-minded church or Christian organization.

Experiential learning is a primary focus of the program, providing opportunities for growth in leadership and abilities that the classroom cannot develop. By pairing those who are interested in learning more about how the church works (interns) with those who are proven leaders in ministry and are successfully making faith relevant to their culture (mentors and church sites), it is our hope that future Christian workers can make the transition from student life into ministry more successfully.

Description of the Program

Program Structure

The Advent Christian Internship program matches interns with ministry sites and mentors and tailors the experience to meet the needs of the intern according to his or her personal and, if needed, academic requirements. The match will be made through an application process on the part of the potential intern, which is based upon several criteria. Internship sites are selected based on their proven ability to sustain healthy ministry, as well as provide adequate mentoring and living resources for the intern.

The following is a list of (not exhaustive) aspects within the internship program that can be tailored:

- ❖ **Length of Internship** — It is understood that the life situation of a potential intern will vary. Some will prefer a summer internship, while others will need an internship of a longer length and at a different time of the year. The length of the internship will largely depend on the ability of the ministry site to provide it and the availability of time for the intern. The length of some internship's will be determined by the school the student attends. The Advent Christian internship program will make every attempt to meet the requirements and expectations of

said school. Located in the Appendix is a list of schools that we are presently working with in order to meet their internship requirements.

- ❖ **Location of Internship** — The Advent Christian internship program will reflect the makeup of our denomination. Therefore, we will seek to conduct internships in ministry sites that represent the types of church ministries we presently have. This means that we will offer internships in urban, suburban and rural settings provided the ministry site can meet the expectations of the program.

- ❖ **Focus of Internship** — No two students are the same. We understand that the needs of the students will vary significantly regarding what they hope to gain from an internship experience and the requirements of their academic program. Because of this we will provide an internship experience that will be certain to offer the intern a healthy experience in his or her preferred area of interest, including areas such as *church planting, discipleship ministries, missions/outreach, pastoral, student ministries, worship and much more*. In addition, the ministry site and mentor will provide the intern with a healthy dose of other areas of ministry and preparation beyond his or her particular focus. The program will work with educational institutions to ensure that credit is earned if necessary, as long as the application is made with sufficient time for the program to meet specific requirements. It is not necessary for the applicant to be a student in order to be involved in the internship program, though it is expected the applicant will be interested in church ministry or a given vocational focus.

Contact Information:

If you would like to know more about this program, are interested in becoming an intern, mentor, or serve as a mentoring site, please contact:

Dr. Sam Warren
Advent Christian General Conference
Department of Nurture
PO Box 690848
Charlotte, NC 28227
1-800-676-0694, ext. #221
swarren@acgc.us

... or ...

Beth Larkin
Administrative Assistant
blarkin@acgc.us

Internship Program Components

Internship Ministry Site Selection

The Advent Christian Internship program begins with the selection and approval of ministry sites that will provide a healthy environment for a proposed internship. Any site (church, para-church organization or business site) seeking to be approved must walk through an application process, which includes the following steps:

- ❖ Request, receive and, after completion, return a ministry site application to the Department of Nurture. An application can be acquired by emailing the Director of Nurture, Sam Warren (swarren@acgc.us), Administrative Assistant, Beth Larkin (blarkin@acgc.us) or calling the office of the Department of Nurture at 1-800-676-0694, ext. 221.
- ❖ Upon completion and return of the ministry site application, contact by the Department of Nurture will be made with the ministry site to begin the interview and approval process. This will require a site visit by the Director of Nurture or appointed representative with the leadership of the church or ministry site and the proposed mentor.
- ❖ Simultaneous to the completion of the ministry site application, the proposed mentor must complete and return a mentor application. These can also be acquired through the Department of Nurture. This application must accompany the ministry site application and be completed prior to the site visit.
- ❖ Approval for serving as an Internship Ministry Site will be determined after the site visit. If approved, the church or ministry site will be designated as an Approved Internship Ministry Site for the Advent Christian denomination (AIMS)

Qualifying as a Mentor

Simultaneous to the ministry site application is the mentor application process. Obviously, it will be necessary for the ministry site to provide an acceptable mentor, preferably the pastor or an appropriate point person.

The Advent Christian internship program will find its strength in the identification and approval of godly mentors.

Mentoring — A Working Definition

Mentoring is a relational experience through which one person empowers another by sharing God-given resources. The resources vary. Mentoring is, at the least, a positive dynamic that enables people to develop potential.

It is our conviction that this is best carried out within the context of the local church ministry or an equally acceptable ministry site. The journey to establishing ministry sites that will accomplish the desired goal of developing people for effective Christian ministry begins with the selection of mentors.

Premise:

Effective ministry is carried out by good leaders. In order to reach the desired goal of establishing an effective denominational wide internship program, it is necessary to identify, enlist and train those who will serve as mentors.

The commitment of a mentor can be viewed from at least three angles:¹

- Commitment to a ***person***
 - The mentor must be committed to the intern as a person. Not projects. Not duties! The mentor must care for the intern and have his or her best interest in mind. The mentor must be loyal.

- Commitment to a ***process***
 - The big picture must be appreciated. The mentor must take the time to view the process to see where the intern is and provide steps required to move forward. The mentor must be discerning.

- Commitment to a ***purpose***
 - The end result must be kept in mind. The commitment is from the beginning to the end where one will see the goals of the relationship met. The mentor must be diligent.

¹ Tim Elmore, Mentoring: How to Invest Your Life in Others (Growing Leaders, Inc., Duluth, GA) pg. 84

Qualities of a Good Mentor

To be a mentor one must possess a variety of qualities. These qualities, along with a good plan, will lay a foundation for an effective mentoring relationship with a committed intern.

The following qualities should be found in every mentor:

1. INITIATIVE

- The ability to provide direction in a relationship with the intern/sphere of influence.
- Taking responsibility for the health of the relationship.
- Initiating spiritual dialogue with vulnerability and humility.

2. INTIMACY

- Personally experiencing intimacy with God through personal worship and study time.
- Able to experience intimacy with the intern through open and honest conversation.

3. INFLUENCE

- Exercising biblical influence in a relationship with the intern.
- Developing, encouraging and facilitating growth in the intern.
- Generously contributing in relationships.

4. INTEGRITY

- Leading a life of integrity — honesty that is above reproach.
- Unashamed of my “private” world, of what I am when no one is looking.

5. IDENTITY

- Secure in who I am in Christ.
- Have a healthy, biblical self-image that prevents a defensive attitude.
- Developed a mature statement of purpose for my life.

6. INNER CHARACTER

- Exhibits the fruit of the Spirit in my life, including self-discipline.
- Am a Spirit-filled, Spirit-led believer.
- Maintain control by submission to God’s sovereignty and human authority.

Robert Clinton and Paul Stanley have created a list of components that create a positive experience and mentoring relationship. The Advent Christian internship ministry is committed to and will be guided by these mentoring commandments.²

COMMANDMENT 1: RELATIONSHIP

The importance of the mentoring relationship cannot be emphasized enough. The stronger the relationship between the mentor and the intern the greater the level of empowerment will be. Compatibility and chemistry within the relationship is a true advantage. Some relationships will not grow to an intimate level and that is not necessary. However, it is important to keep in mind that one needs to continue to develop the relationship.

COMMANDMENT 2: PURPOSE

Those involved in a mentoring relationship must share the same purpose. Failure in the mentoring process can often be traced back to a lack of clarity in purpose. Expectations within the relationship must be expressed, negotiated and agreed upon at the beginning of a mentoring relationship. It is extremely important that those involved in a mentoring relationship discuss and mutually affirm the purpose or basic aims of the mentoring relationship.

COMMANDMENT 3: REGULARITY

Disappointments can arise from differing expectations as to the regularity of meetings within a mentoring relationship. It is better to talk this over and set some ground rules both for regular meeting times and for impromptu interactions. Be sure to clarify these expectations early on in the relationship.

Intensive mentoring probably works best with at least once-a-week contact either face-to-face or by phone. Regularity may vary if the intern is a self-starter or a person with heavy responsibilities.

COMMANDMENT 4: ACCOUNTABILITY

Accountability is an important mentoring dynamic. This usually does not just happen. It must be planned for within the mentoring relationship. It should be agreed upon from the beginning as to how one will establish and monitor mentoring tasks. The heart of empowerment includes accountability. When tasks are assigned, accountability is the prod that makes sure it happens. Accountability can occur in many ways: written reports, scheduled phone calls, probing questions during meetings, or in a planned evaluation time.

² These commandments were taken from Tim Elmore's book entitled Mentoring, pp. 88-94.

COMMANDMENT 5: COMMUNICATION MECHANISMS

Frequently, mentors see something in an intern that needs correction or about which they feel concern. How and when to communicate this is important to clarify early in a mentoring relationship. It is a good practice to ask in advance a question like this: *“If I see or learn of an area of need or concern for you — and it may be negative — how and when do you want me to communicate it to you?”* It is important to discover timing and procedure so that when the opportunity for correction and challenge comes, you are ready for it and can anticipate a mature response. An intern can also initiate this as he/she is in a place to learn, grow and respond to challenge by the mentor.

COMMANDMENT 6: CONFIDENTIALITY

This commandment concerns itself with communication outside of the mentoring relationship. The mentoring relationship, if it deepens, may involve a sharing of personal matters between mentor and intern. A mentoring relationship must honor the participants’ personalities and feelings about confidentiality. One should make it clear when something they share should be treated as confidential. Such a simple statement to each other will free one to speak openly and may save much grief later on.

COMMANDMENT 7: LIFE CYCLES OF MENTORING

Periods of mentoring vary in length of time for empowerment to happen. One should set reasonable time lengths for the type of mentoring they are involved in. *Avoid open-ended relationships.* When you are entering a mentoring relationship, do not expect it to last forever. For example, if the mentoring relationship is set for six months, determine to evaluate the relationship at the three month point to insure that time is not wasted and adjustments can be made. It is important to set realistic time limits. Have exit points where both parties can leave without bad relations. Have open doors where the invitation to continue can be considered. Recognize the necessity of a time limit in any mentoring situation.

COMMANDMENT 8: EVALUATION

From time to time the mentoring relationship should be evaluated. Evaluation is predominately a mentor function. Interns will sense growth but will not have the perspective to effectively evaluate; therefore, a joint evaluation is best. In preparing for mentoring sessions it is a good idea for the mentor to review the whole process and see where progress has been made, where there are problems, and what should be done at the present juncture to improve the mentoring.

COMMANDMENT 9: EXPECTATIONS

While evaluation is mainly the responsibility of the mentor, expectation is mainly the responsibility of the intern. Expectations are the root of most disappointing mentoring relationships. To offset this, use evaluation and feedback to modify your expectations so that they fit your real-life mentoring situation.

Recognize that one will seldom reach his or her ideal expectations, because real-life situations have complexities one cannot always anticipate. After a time of mentoring, modify what one ideally hoped for down to what is most likely going to happen. Lack of meeting ideal expectations does not have to be the source of dissatisfaction in mentoring.

COMMANDMENT 10: CLOSURE

It is important to begin with the end in mind. All mentoring should follow this basic notion. Closure has to do with bringing a satisfactory end to a mentoring experience. A happy ending for a mentoring experience involves closure in which both parties evaluate, recognize how and where empowerment has occurred, and mutually end the mentoring relationship. Be sure to bring closure to the mentoring relationship as this is probably the most violated of all the commandments, and the most detrimental. Even unsuccessful mentoring relationships should have closure.

Application and Acceptance of Interns

Anyone interested in participating in the Advent Christian Internship program must apply through the Department of Nurture. Once a person completes and returns the Internship Application, contact will be made by the Department of Nurture with the potential intern.

The steps listed below will guide this process:

Step One — Communication between the Department of Nurture and the potential intern. Intern application is completed.

Step Two — Determine which ministry site fits the intern's needs and expectations best.

Step Three — Begin the process of mentor-intern matching (please refer to the Appendix for the Mentor Profile Sheet). Make sure that the mentor and intern will be a good fit and that the ministry site can offer the best environment for desired internship.

Step Four — If a match is determined to be acceptable, write up the specifics of the proposed internship and have written covenants signed by both the mentor and the intern.

Step Five — Receive regular reports on the progress of the internships by the mentor and intern and conduct evaluations quarterly (for a one-year internship). Evaluations will take place half-way through any other pre-determined internship period less than a year.

Step Six — Conduct a follow-up evaluation of the internship. This will be conducted by the mentor, intern and selected individuals from the ministry site and is due one month following the completion of the internship.

Step Seven — Any recommendations for future internships will be made in writing following the completion of the internship and once the evaluations have been carefully studied. Recommendations should be made in concert with the mentor, Department of Nurture representative and intern. Recommendations might include a suggestion for another internship, the need to address some area concern or other matter discovered during the internship.

Ministry Site Guidelines & Qualifications

Each ministry site (this will also be true for other types of sites besides the local church) will be expected to provide a healthy environment for the learning and practice of ministry or any other particular vocation. The criteria for a healthy ministry site might vary to some degree for people, but the following areas of measurement will certainly be included in most lists.

Criteria for a Healthy Ministry:

- ❖ Discipling— After conversion, true discipleship begins with the teaching of the believer (Matthew 28:16 – 20). The intern will benefit from a ministry that is faithful to the process of teaching believers the basics of life in Christ. This will not only involve the truths but the practice of the faith. A healthy church will demonstrate a commitment to this type of ministry and provide a variety of ways in which it is being done.
- ❖ Evangelism/Outreach— The church was never intended to have only an internal focus. In Jesus’ great and everyday commission, he commands the disciples to make disciples “as they go” (Matthew 28:16 – 20), which means that the church must be involved with the lost around them, whether they are at work, live next door or are among their daily acquaintances. A healthy ministry finds ways to connect the church body to those in Jerusalem, Judea, Samaria and to the ends of the earth. The intern will get the opportunity in a healthy ministry to take the good news outside of the gathered body and into the world around them.
- ❖ Leadership Development— A healthy church spends considerable amounts of time investing in the growth and development of new leaders. Those who are in leadership now have people around them learning about the ministry and finding ways to use the gifts God has given them. A healthy church is able to allow people to fail as they seek God’s will and way for their lives. The intern will be comfortable in this environment yet challenged to keep on seeking God’s path for his/her own particular ministry and life purpose.
- ❖ Prayer— Jesus once stated, “My house shall be a house of prayer ...” Any ministry without a solid foundation and practice of prayer will be limited in the scope of what it can achieve. The mentor will be one that models a life committed to prayer and seen as one who integrates prayer in all that he does. The intern will discover that the fruit of prayer for the church is seen in the faithfulness of the

people to prayer. All aspects of the ministry site's work will be given to the practice of faithful and consistent prayer.

- ❖ Preaching & Teaching — Since the Bible is our guide it is imperative that the intern experience ministry that is grounded in the Word of God, both from a doctrinal and theological perspective as well as a practical one. Seeing ministry in the local church go from truth discovered in the Word to the reality in the streets must be a priority.
- ❖ Worship — Without worship, ministry can be nothing more than a lot of activity. True worship is seen in the life of the church when God alone is ascribed “worthiness” above all else. This belief is seen in the plans for everything attempted by the local church. The intern will quickly learn that the reason the church exists and works toward all that it does is to bring glory and honor to God. Jesus once criticized those who would seek to make his house something other than a place or body that honors God. When we worship or ascribe worthiness to God we avoid this dangerous condition.

Process

During the ministry site application phase the proposed site will be evaluated according to its strengths and weaknesses in the above-mentioned criteria. This will be mutual evaluation between the mentor, church ministry site leaders and the Department of Nurture.

This evaluation is not intended to be an attempt to find out what's wrong with the ministry site, but rather a cooperative effort to make sure that the proposed ministry site is a healthy environment in which to conduct an internship.

Any ministry site/mentoring situation that is deemed to fall significantly short of the desired criteria will be offered assistance in moving toward acceptance by working on the areas in which they are weak. In the end, the goal of this process is to assist the local church ministry or vocational site in becoming an acceptable and approved ministry site.

APPENDICES

The following appendices are provided for use in the process of being approved as an intern, mentor or ministry site. Additional material is provided in this section to assist those who are in the process of being considered for participation in the Advent Christian Internship Program.

INDEX OF APPENDICES

1. Intern Application & Profile Sheet
2. Mentor Application & Profile Sheet
3. Sample Mentor/Intern Covenant
4. Ministry site Application Form
5. Motivational Needs Survey (including a scoring sheet and a motivational needs description sheet)
6. List of Cooperating Institutions
7. Resourcing ideas for Advent Christian Internships



Personal Information

Full Name: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

_____ City State ZIP Code

Home Phone: _____ Alternate Phone: _____

E-mail Address: _____

Birth Date: _____ Spouse's Name: _____
(if applicable)

Educational Institution Attending/Attended: _____

Goals — List three things you'd like to accomplish as an intern:

1. _____

2. _____

3. _____

Personal Profile

Hobbies/Interests: _____

Personality Profile: _____

- You will be sent an e-mail with instructions on completing a Personality Profile. Your results will be sent directly to the Department of Nurture. Please note that this profile has been completed.

Motivational Needs: _____

- Included with this application is a Motivational Needs Inventory. Please complete the inventory and provide the results above.

Spiritual Gifts: _____

- Please log onto <http://buildingchurch.net/g2s.htm> . Complete the inventory and provide the information above.

How often do you want to formally meet with a mentor during the internship relationship? (circle/highlight one)

Once a Week Once a Month Twice a Month

Please provide information on your past mentoring experience:

Please list three areas in which you would most appreciate the help of a mentor, such as time management, spiritual walk, career choices, ministry, etc.

1.

2.

3.

Please list any final communications that you believe will foster a good mentor match-up:

We request that a recommendation from your pastor, youth pastor, professor or advisor be sent in directly to the Department of Nurture (address below).

Name & Title of person sending recommendation:	
--	--

**Please send this application as well as a recent picture of yourself to:
Department of Nurture, ACGC, PO Box 690848, Charlotte, NC 28227 or swarren@acgc.us.**

This application is meant for viewing by the Department of Nurture and the chosen Ministry Site/Mentor. Applicant's permission will be received if we determine that it should be seen by anyone else.



AIMS Mentor Application & Profile

Mentor Information

Personal Information

Full Name: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

_____ City State ZIP Code

Home Phone: _____ Alternate Phone: _____

E-mail Address: _____

Birth Date: _____ Marital Status: _____

Spouse's Name: _____

Goals — List three things you'd like to accomplish as a Mentor:

1. _____

2. _____

3. _____

List three areas of strength you can pass on to someone, such as modeling prayer, evangelism, decision making, parenting, organization, priority setting, etc.

1. _____

2. _____

3. _____

How often do you want to formally meet with the intern during the internship relationship? (circle/highlight one)

Once a Week Once a Month Twice a Month

Please provide information on your past mentoring experience:

In their book, "Connecting," Paul Stanley and Robert Clinton outline seven different kinds of mentoring roles. To help us properly match you with someone, please circle (or highlight) one or two roles for which you feel best suited.

1. Discipler: Helping with the basics of following Christ
2. Spiritual Guide: Accountability; direction/insight for maturation
3. Coach: Motivation; skills needed to meet a task or challenge

4. Counselor: Timely advice; perspective on self, others, ministry
5. Teacher: Knowledge and understanding of a specific subject
6. Sponsor: Career guidance; protection; relational networking
7. Model: Personal model or example for life, ministry or career

Please list any final communications that you believe will foster a good intern match-up:

**Please send this application as well as any other documents on your behalf to:
Department of Nurture, ACGC, PO Box 690848, Charlotte, NC 28227 or swarren@acgc.us.**

This application is meant for viewing by the Department of Nurture. Applicant's permission will be received if we determine that it should be seen by anyone else.

MENTORING COVENANT GUIDELINES

Your covenant is an agreement to work toward agreed-upon goals. Prayerfully use this tool to stimulate yourselves to press on toward the goal of Christ-likeness.

1. Be sure to exchange all necessary information for contact and communication (phone numbers, address, fax #s and email addresses).
2. Define your purpose and goals List 3 – 5 goals you plan to accomplish. Be sure to clarify your expectations for this mentoring relationship. Unmet expectations are deadly to the health and growth of a mentoring relationship and ministry.
 - Discuss the mentor’s areas of strengths such as modeling prayer, evangelism, decision making, parenting, organization, priority setting, time management, etc. Discuss the intern’s areas of need and expectations.
3. Determine when and how often you will meet.
4. Agree together how you will hold each other accountable and responsible. This is a crucial step for the health and success of your mentoring relationship.
5. Confidentiality represents a sacred trust between two parties. Discuss this component with understanding and ultimate agreement.
6. The length and life cycle of a mentoring relationship will vary to some degree. Realize the need to set a reasonable length of time to be involved. *Avoid open-ended relationships*. Build in periodic times for evaluation. Focus on a one-year commitment.
7. “Begin with the end in mind.” Strive to have a healthy closing to the official relationship. Celebrate what God has done and make plans to find another “faithful person” who will learn to teach others also.

MY COVENANT

- *SAMPLE ONLY* -

I commit myself this day to become an effective disciple of Jesus Christ. I will give myself to reaching my full potential, and becoming all that God wants me to be.

In order to reach this goal, I understand that God must prepare me in some specific areas. My character must be polished. My gifts must be developed. My passion must be focused. My attitudes and lifestyle must be groomed.

Desiring to cooperate in obedience, I agree to participate in a mentoring experience, meeting with my partner as scheduled on a regular basis. I recognize that my mentor is only a tool in God's hands. I plan, however, to follow through on all lessons and assignments in cooperation with God's purposes to build me into a disciple he can trust. I plan to submit to the accountability of my mentor and/or partner. I purpose to finish well, regardless of my human tendency to seek shortcuts or simply quit. I resolve to find my own person to mentor once we've completed this commitment.

Before God, I sign this covenant, and purpose to allow him to use this experience to make me the person he wants me to be.

Signed: _____ Date: _____
(Intern)

Signed _____ Date _____
(Mentor)



Ministry Site Information

AIMS Ministry Site Application Form

Ministry Site Details

Full Name _____

Address: _____
Street Address *Apartment/Unit #*

_____ *State* *ZIP Code*
City

Phone #: _____ Website Address: _____

Proposed Mentor/Contact Person Information

Full Name: _____
Last *First* *M.I.*

Address: _____
Street Address *Apartment/Unit #*

_____ *State* *ZIP Code*
City

Home Phone: () _____ Alternate Phone: () _____

E-mail Address: _____

Please list any additional comments or questions below:

Please Sign:

Ministry Site Contact Person Signature _____

Director of Nurture Signature _____

Date Received _____

***Please send this application as well as a picture of the church & potential mentor to:
Department of Nurture, ACGC, PO Box 690848, Charlotte, NC 28227 or swarren@acgc.us.***

MOTIVATIONAL NEEDS SURVEY

1. Describe a recent job situation in which you experienced a sense of satisfaction and fulfillment. Identify the closest match of your situation to the choices listed below:

A.		A specific goal was accomplished
B.		Warm, fulfilling relationships were established
C.		A group of people were influenced

2. If you could choose between three work-related projects in which to participate over the next several months, select the one you would enjoy the most:

A.		A project in which you have responsibility for finding the solution to a chronic problem in your organization
B.		A project requiring a cooperative effort with your peer group
C.		A project requiring you to direct and control the efforts of a group of people

3. In your day-to-day job situation, which option provides you the greatest sense of satisfaction?

A.		Taking a calculated risk and seeing it pay off
B.		Being accepted and liked by a group
C.		Giving direction and supervision

4. On a weekly basis, what do you look forward to doing the most?

A.		Finding solutions to problems which prevent goals from being reached
B.		Promoting harmonious working relationships among those in your group
C.		Using persuasive skills to influence the work of others

5. Your closest associate or friend would describe you as a person who ... ?

A.		Looks for greater challenges
B.		Makes friends and acquaintances easily
C.		Likes to participate in a good argument

6. What would be the most important factor in helping you accomplish your job?

A.		Concrete feedback on how you are doing
B.		An opportunity to interact with others
C.		The amount of authority you can exercise

7. Describe the ingredients you would build into your ideal job assignment. Select the closest match of the most important ingredient with the following choices:

A.		Offers an opportunity to accomplish something significant
B.		Provides an opportunity to work as part of a team
C.		Offers you an opportunity to significantly influence the efforts of others

8. At the end of a project, what type of reward would you prefer?

A.		Personal satisfaction in knowing that a goal has been reached
B.		Respect and admiration from your work group
C.		Recognition and advancement through the formal organization

9. When you daydream what do you tend to think about?

A.		Accomplishing new and challenging goals
B.		Warm, friendly relationships within the organization
C.		Rising to the top of the organization

10. In a group situation which would you prefer?

A.		To make the greatest contribution of the group
B.		To be the best liked person in the group
C.		To be the leader of the group

MOTIVATION NEEDS PROFILE SCORE SHEET

(Put an X in the box under each letter next to the amount of times you answered a question with that letter option)

<u>SCORE</u>	<u>A</u>	<u>B</u>	<u>C</u>
10			
9			
8			
7			
6			
5			
4			
3			
2			
1			
0			

MOTIVATIONAL NEEDS DESCRIPTION

Choose the letter option that you answered most often from the Motivation Needs Profile Score Sheet and note that on your application.

A. ACHIEVEMENT MOTIVATION

1. Tends to spend time thinking of goals and how they can be attained.
2. Has an attraction for finding solutions to problems.
3. Enjoys taking calculated risks.
4. Seeks specific and concrete feedback on the quality of his/her work.
5. Eagerly accepts more responsibility and challenging tasks.

B. AFFILIATION MOTIVATION

1. Tends to spend time thinking of warm, fulfilling relationships.
2. Promotes harmonious situations rather than conflict within relationships.
3. Finds or desires satisfaction from being liked and accepted in the group.
4. Seeks situations that require working in cooperation with others.
5. Tends to make friends easily.

C. INFLUENCE MOTIVATION

1. Tends to spend time thinking of how to influence others or how to control the means of influencing others.
2. Seeks positions of leadership in social or work groups.
3. Desires to give direction vs. taking orders.
4. Tends to be vertically expressive and enjoys a good argument.
5. Seeks high status positions or positions requiring persuasive skills.

List of Cooperating Institutions

The following list of educational institutions includes schools of higher education that we are fostering a positive relationship with regarding their requirements for internships (sometimes called Mentored Ministry). Once an intern completes an application to be considered for an internship, information regarding his school's internship requirements will be checked carefully to make sure that the internship of choice will meet the requirements. This material will be available through the Department of Nurture, ACGC in Charlotte, N.C. This list will be edited as future educational institutions are added.

List of Institutions:

- ❖ Gordon-Conwell Theological Seminary (South Hamilton, Mass.; Charlotte, N.C.; and Jacksonville, Fla.)
- ❖ Berkshire Christian College
- ❖ Berkshire Institute for Christian Studies, Lenox, Mass.
- ❖ Lancaster Bible College, Lancaster, Mass.
- ❖ Eastern University, St. Davids, Pa.
- ❖ Toccoa Bible College, Toccoa Falls, Ga.
- ❖ Aurora University, Aurora, Ill.
- ❖ Antioch School, Ames, Iowa

Resourcing for Advent Christian Internships

The Advent Christian Internship program will have its costs. However, our goal is to keep these to a minimum through the cooperative effort of the intern, local church, Advent Christian General Conference as well as other funding resources.

At the beginning of each internship period the estimated costs will be determined, and efforts will be made to make sure that the internship is feasible. The Department of Nurture at ACGC will make every effort possible to find sources of funding for the internship program. Any internship that cannot be funded will not be attempted.

We expect that there will be internships where little or no funding will be needed by the intern apart from what the ministry site can provide. This, too, will be made clear prior to beginning any internship relationship. For more information concerning ideas regarding the funding of the internship program please contact:

Dr. Sam Warren
Director of Nurture, ACGC
PO Box 690848
Charlotte, NC 28227
1-800-676-0694 or swarren@acgc.us

... or ...

Beth Larkin
Administrative Assistant
blarkin@acgc.us