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PENDEL SCHOOL OF MINISTRY

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License

**In fulfillment of
The General Council of the Assemblies of God
Internship Requirements
For
Persons seeking License Ministry Credentials**

Index

Index	1
Introduction & Review	2-4
License Internship Project Overviews	5-9
License Minister Internship Student Summary	10-11
License Minister Internship Mentor/Coach Summary	12-13

License Internship

Penn-Del School of Ministry (PDSOM)

PDSOM Statement of Purpose:

The Penn-Del School of Ministry exists to provide training for those sensing a call to ministry, whether as credentialed ministers of the Assemblies of God, or as equipped laypersons within the local church. The school seeks to promote a unified purpose for ministry within the Fellowship, providing doctrinal and practical instruction based upon common core values and shared ministry goals.

The faculty and leadership of PDSOM are fully committed to the statement of Fundamental Truths of the Assemblies of God and PDSOM is committed to proclaim and support the principles and polity of the Assemblies of God. PDSOM commits itself to provide training courses that meet District and General Council educational requirements for ministerial credentials.

Furthermore, PDSOM seeks to fulfill the mission of the Penn-Del District of the Assemblies of God in developing healthy leaders, churches and ministries.

Internship Purpose/Mission:

The PDSOM internship strategy enables students to confirm God's call, develop a Christ like character, gain the competencies of ethical and effective ministry and develop the personal disciplines essential to a successful life and ministry. This strategy uses guided "hands on" ministry experiences, interaction with qualified mentors/coaches, and the exercise of personal spiritual disciplines to accomplish its mission.

Internship Objectives/Goals:

- a. Exposure to a variety of ministry methods, skills and practices
- b. Develop effective people and conflict resolution skills
- c. Establish ethical standards of ministry
- d. Fulfill the Assemblies of God General Council internship requirements
- e. Minister effectively within the fellowship
- f. Seek "best practice" experiences and exposure to effective ministry systems and structures
- g. Develop skills and gifts for maximum effectiveness in ministry
- h. Develop the disciplines of effective servant leadership

Internship Characteristics/Values:

- a. Student Value: Equip students for effective ministry.
- b. Student Participation: Students actively participate in the design and fulfillment of these standards and objectives.
- c. Cooperative Fellowship: Value ministry within the Assemblies of God in a way that faithfully fulfills the vision of a "voluntary cooperative fellowship".
- d. Biblical Fidelity: Students develop ministry that is faithful to biblical teaching, values, principles and world view.
- e. Flexibility: Students can "tailor" their internship experience in ways that better meet their needs and fulfill the requirements.
- f. Encourage Development: Students value and develop the skills needed to pursue spiritual, personal and professional development throughout their life.

Credit for Life Experience:

Students who feel, that based on previous training or ministerial experience, that they have attained the competency described in the License Internship may request, in writing, **“credit for life experience.”** The request must include a clear statement of how the standard has been met according to each project objective and documentation (if possible and appropriate). Students seeking “credit for life experience” from some standards must submit their request to KSOM leadership **PRIOR** to the completion of their internship. Students seeking “credit for life experience” for the entire Internship must submit their request to the District Secretaries Office.

***Please note: A student may be granted only one “Credit for Life Experience” internship. If credit is given for the License level internship, that student is not eligible to request life experience for the Ordained level internship.*

Mentors/Coaches:

The selection of an appropriate mentor/coach(es) is critical to the success of the internship process. As used in this portfolio, “mentor” refers to that person overseeing the entire internship. “Coach” refers to those persons with outstanding qualifications recruited by the student to gain a “best practice” experience in a given project. The “mentor” and “coach” may be the same person. Coaches, other than the mentor, are to be selected with the recommendation or approval of the mentor. Often the mentor is the senior pastor, but can be another qualified person, such as the Sectional Presbyter, or another Assemblies of God minister who is fully cooperative and supportive of the ministries and policies of the Penn-Del District of the Assemblies of God. *All mentors must be approved by the Dean of PDSOM. Once a Mentor is approved, he/she must complete an Internship Mentor Instructional Video and submit a Mentor Covenant Survey before an internship can begin.*

The student is responsible for the selection and recruitment of appropriate/qualified mentor/coach(es) in accordance with the following standards.

Mentor Qualifications:

An appropriate and qualified mentor must:

1. Be Ordained with the Assemblies of God
2. Be approved as a PDSOM qualified mentor.
3. Not be a relative of the student.
4. Willingly follow the policies and guidelines of the PDSOM internship process.
5. Review this Internship Portfolio thoroughly with the student and assure themselves that they understand their role and responsibilities as a mentor. Contact the Dean of PDSOM if they have any questions related to their role and responsibilities as a mentor.
6. Exemplify “best practice” in their ministry.
7. Willingly complete and submit the required PDSOM mentor’s reports.
8. Willingly invest significant time in the intern and the internship process.
9. Refuse to serve as a mentor in those areas in which they lack the expertise or if their involvement is not in the best interest of the student.
10. Refer students to others who have greater expertise in areas and when it is in the best interest of the student.
11. Consult with the student and approve and submit the student’s “internship plan”.
12. Communicate concerns regarding the student or the internship process with PDSOM leadership.
13. Maintain a positive, transparent and mutually beneficial relationship with PDSOM, the student and the student’s church, pastor and the leadership of the Penn-Del District of the Assemblies of God.

Selecting a Mentor:

Students are to select an “appropriate and qualified” mentor/coach(es) who meets the standards outlined above. In addition, the student is encouraged to:

1. Seek a mentor/coach(es) who exemplify “best practice” in each standard.
2. Recognize that more than one mentor/coach may be needed.
3. End the relationship if the mentor is unwilling or unable to commit the time needed, comply with PDSOM standards or fails to carry out other responsibilities.
4. Recognize that their pastor may not be the best mentor/coach in all areas and seek their recommendation for someone who can better serve.
5. Develop a positive working relationship with PDSOM, mentor and coach(es) based on mutual respect and passion for ministry.

Mentor/Student Interaction:

Once a student selects an approved mentor, the mentor must submit the **License Internship Mentor Covenant** to the PDSOM office in order for the Internship to officially begin. The Student is responsible for contacting their mentor to set up appointments to meet and to remind the mentor of the paperwork that must be completed.

Students and mentors should meet frequently during the internship. They should meet at least one time during each project to review the student’s progress with each project of the internship. An internship will require a minimum of three months and a maximum of six months to complete.

Mentor/Coach Evaluation:

Students are required to meet the standards and objectives stated in this internship portfolio. Students and mentors are to closely adhere to the process outlined in the “steps to completion” section of each project which are designed to insure the value and integrity of the internship process. Mentors/Coaches are to hold students to a high standard of compliance and performance.

Mentors/Coaches are to evaluate the student’s efforts in relation to the stated objective and determine whether the student’s work is “excellent”; “average” or “unacceptable”. Any student whose efforts are deemed “unacceptable” in any standard will not receive credit for the internship.

Students whose efforts are deemed “unacceptable” are to meet with the mentor/coach to identify concerns and design a plan to repeat or create an appropriate substitute learning project. Mentors/coaches are to notify the PDSOM leadership that the student’s work was deemed “unacceptable” and the steps they plan to take to help the student achieve an acceptable rating. The student may repeat the project as many times as needed.

The mentor/coach is to submit a statement of not more than one page detailing their overall impression of the student’s capabilities and potential for ministry identifying strengths, weaknesses and recommended improvements. This statement may be submitted directly to the PDSOM Dean of the Penn-Del District of the Assemblies of God and need not accompany the other reports. Mentors are to sign all report forms as indicated. Students may appeal any mentor/coach decision to the PDSOM leadership.

At the end of the Internship, the following reports must be submitted:

1. License Internship Report: Student Summary (p. 10-11)
2. License Internship Report: Mentor/Coach Summary (p. 12-13)
3. One page summary of student’s overall suitability for Ministry completed by the Mentor submitted with the Mentor/Coach Summary.
4. One page written report on each project completed by the student.

License

Internship Pre-Requisites:

The pre-requisites listed below **MUST** be completed **BEFORE** the student begins the Internship.

- a. Complete at least three (3) PDSOM or Global University course at the license level before beginning their internship.
- b. Identify and recruit the qualified mentor/coach(es) needed to complete each standard.
- c. Successfully complete registration for the License Internship and pay the \$ 100.00 Internship registration fee.
- d. Wait to receive a confirmation email from the PDSOM office that will inform you of the approval of your choice of mentor and your official Internship Enrollment date. You will have 6 months to complete your Internship from the date of enrollment.

Rewards/Achievements:

As a result of completing this internship the student will achieve the following results:

- a. Meet the Assemblies of God-General Council internship requirement for the certified credential.
- b. Develop significant relationships and knowledge of resources that will enhance their future ministry through practical learning projects.
- c. Be better equipped for effective, efficient, ethical and God honoring ministry.
- d. Develop a clearer understanding of their personal gifts, abilities and areas needing further development.
- e. Develop personally, professionally, relationally and spiritually toward the high calling of “Christ-likeness” in all they are and do.

Internship Projects

Overview:

The PDSOM internship consists of six projects at each credential level (see attached list). Completing each project enables the student to meet the standard and achieve the learning objective. In addition to the five standards required for credentials within the General Council of the Assemblies of God, the PDSOM internship includes a project designed to encourage the development of healthy relationships with other ministers, District and Sectional leaders, PDSOM students and others.

Projects:

The projects designated in this internship portfolio as “mandatory” (*) are components of the credentialing requirement for the General Council of the Assemblies of God. As such, they cannot be altered by PDSOM or the Penn-Del District of the Assemblies of God. To successfully complete their PDSOM internship, students **MUST** complete all six projects at each credential level.

Written Work:

The student is required to submit a written report for each project, as is explained in the “Steps to Completion” of each project. Each report must follow the outline below.

Examination: A brief description of their experience.

Evaluation: A brief reflection on the “pros and cons” of their experience.

Strategy for Improvement: A description of the steps the student plans to take to improve their competency in the area.

All reports are to be submitted to the PDSOM leadership for evaluation. They are due at the end of the internship process along with the **PDSOM Internship Student Summary**, and the **PDSOM Internship Mentor/Coach Summary**. Reports are to be typed; 1 full page in length and meet the generally accepted standards of grammar, punctuation, spelling and notation, and have a 1 inch border at the top, bottom, and on both sides. Students who fail to submit acceptable reports and summaries or meet other standards will not receive credit for their internship.

License Internship PROJECT # 1



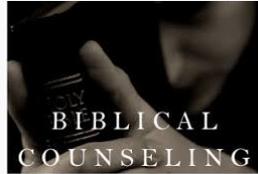
Project 1: Church Administration*

Objective: To gain competence in church administration by attending, participating in, observing and evaluating an appropriate church board meeting or portion of a board meeting OR have the mentor attend, observe and evaluate an appropriate board meeting or portion of a board meeting the student chairs.

Steps to Completion:

1. Identify and recruit a qualified mentor and/or coach for this standard.
2. Seek an appropriate opportunity to fulfill the objective with the understanding and approval of the mentor, pastor and members of the board.
3. Review and discuss insights and questions regarding the nature and function of church boards with the mentor/coach.
4. Complete a report, based on their participation in a board meeting, (2 page maximum) that examines, evaluates and identifies areas in which the function of a church board could be improved. The compilation of this report will suffice as the fulfillment of the written report due for the Church Administration Project. This report is to be completed as described in the paragraph titled **Written Work** on page five (5).
Your report should include answers to the following questions.
 - How often does the board meet?
 - Is there an agenda prepared for each board meeting? If so, is the agenda distributed to members of the board prior to the board meeting?
 - Who comprises the church board; Deacons, Secretary, Treasurer, Elders, Trustees, Board Members, Staff?
 - What is the role of each board member?
 - Are women allowed to serve on the board? Why or why not?
 - Who chairs the meetings of the board?
 - Are Roberts Rules of Order followed?
 - Does the pastor allow for candid discussion of and healthy disagreement related to agenda items at board meetings?
 - Are financial reports presented, reviewed and approved at every meeting of the board?
Are minutes of the previous meeting presented, reviewed and approved at every meeting of the board?
5. Meet with and discuss your report with your mentor.

License Internship PROJECT # 2



Project 2: Biblical Counseling*

Objective: To gain competence in biblical counseling by planning, participating in or observing and evaluating a biblical counseling session under the guidance of a mentor OR to review and evaluate an appropriate biblical counseling resource OR by having the mentor observe and evaluate a biblical counseling session conducted by the student.

Steps to Completion:

1. Identify and recruit a qualified mentor and/or coach for this standard.
2. Seek an appropriate opportunity to fulfill the objective with the mentor, pastor and those being counseled.
3. Review and discuss insights and questions regarding biblical counseling with the mentor/coach.
4. Complete a report, based on the observations and evaluation of a Biblical counseling session or resource (2 page maximum) that examines, evaluates and identifies areas for improvement for each sacerdotal function. The compilation of this report will suffice as the fulfillment of the written report due for the Biblical Counseling Project. This report is to be completed as described in the paragraph titled **Written Work** on page five (5).
5. Meet with and discuss your report with your mentor.

License Internship PROJECT # 3



Project 3: Personal Finance*

Objective: To gain competence in personal finance by preparing and evaluating a personal family budget under the supervision of a qualified mentor/coach.

Steps to Completion:

1. Identify and recruit a qualified mentor and/or coach for this standard.
2. Set aside a time to review your personal finances (with spouse) and prepare a family budget for the coming year.
3. Review and discuss insights and questions regarding the minister's personal finances with the mentor/coach.
4. Complete a report, based on the development of the family budget, (2 page maximum) that examines, evaluates and identifies areas for improvement. The compilation of this report will suffice as the fulfillment of the written report due for the Personal Finance Project. This report is to be completed as described in the paragraph titled **Written Work** on page five (5).
5. Meet with and discuss your report with your mentor.

License Internship PROJECT # 4



Project 4: Benevolence*

Objective: To gain competence in benevolence ministries by developing a report on all benevolence agencies in their community and by reviewing the church's benevolence policies, practices, record keeping and funding.

Steps to Completion:

1. Identify and recruit a qualified mentor and /or coach for this standard.
2. Identify and visit community based benevolence and social services agencies and determine agencies to which the student would refer a member of the congregation or others to work with or support. Review church's benevolence policies, practices and funding.
3. Review and discuss insights and questions with the mentor/coach regarding the church's benevolence policies and practices and the involvement with community benevolence or social service agencies.
4. Complete a report (2 page maximum) that examines, evaluates and identifies areas in which the church's benevolence strategy could be improved and ways in which the church could better work with or support community benevolence or social service agencies. The compilation of this report will suffice as the fulfillment of the written report due for the Benevolence Project. This report is to be completed as described in the paragraph titled **Written Work** on page five (5).
5. Meet with and discuss your report with your mentor.

License Internship PROJECT # 5



Project 5: Personal Spiritual Growth*

Objective: To gain competence in the process of personal spiritual growth by keeping a prayer and devotional journal consistently for three months that includes 1) Scriptures read, 2) Scriptural insights, 3) Prayer Needs, 4) Answered Prayer, 5) Insights gained from non-biblical reading and 6) Reflections on personal spiritual growth including insights, challenges and victories.

Steps to Completion:

1. Identify and recruit a qualified mentor/coach for this standard.
2. Set aside specific times for prayer, reading and devotions in order to fulfill this objective.
3. Review and discuss insights and questions with the mentor/coach that grow out of your prayer and devotional life.
4. Complete a report (1 page maximum) that examines, evaluates and identifies areas for improvement for your prayer and devotional life. This report is to be completed as described in the paragraph titled **Written Work** on page five (5).
5. Meet with and discuss your report with your mentor.

License Internship PROJECT # 6



Project 6: Ministerial Relationships

Objective: To gain competence in ministry by developing significant relationships with other students, ministers, missionaries, sectional and Network leadership and those who lead Network ministries.

Steps to Completion:

1. Seek your mentor's help to identify and, if possible, contact sectional and district leaders and those who lead Network ministries.
2. Seek an appropriate opportunity to attend a Sectional fellowship, District Council/Network Ministry Convention and Sectional Council and a local ministerial association meeting.
3. Join a cohort/small group of other ministers or ministry students facilitated by PDSOM or another group recommended and/or approved by the mentor/coach.
4. Meet with your mentor/coach to review and discuss insights and questions regarding healthy relationships with other churches and ministers, sectional and network leadership and network ministries.
5. Complete a report (2 page maximum) that examines, evaluates and identifies areas for improvement in ministerial relationships at the local, Sectional and District levels. This report is to be completed as described in the paragraph titled **Written Work** on page five (5).
6. Meet with and discuss your report with your mentor.

Licensee Internship Student Summary

When you have completed the required internship projects **fill out this report form and return it to: PDSOM Office c/o Barb Jacobs, 199 Mamont Dr., Apt 1, Export, PA 15632** along with the reports required for each standard.

(You may photocopy this form for ease of use.)

1. Church Administration:

Standard	Yes	No
Observed and analyzed a church board meeting with a mentor:		
OR conducted a church board meeting that was observed and evaluated by a mentor:		

2. Biblical Counseling:

Standard	Yes	No
Conducted a counseling session under the guidance of a mentor:		
OR Observed and evaluated a counseling session:		
OR Reviewed and evaluated biblical counseling resource:		

Pastor/mentor monitoring counseling session: _____

3. Personal Finances:

Standard	Yes	No
Prepared a personal family budget:		

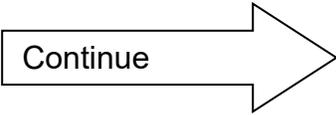
Evaluated by: _____

4. Benevolence:

Standard	Yes	No
Developed a report on all benevolence agencies in the community:		
Reviewed and evaluated churches benevolence policies, practices, funding etc. within the community:		

5. Personal Spiritual Life:

Standard	Yes	No
Consistently kept a prayer and devotional journal for three months:		



License Internship Student Summary

(page 2 of 2)

6. Ministerial Relationships:

Standard	Yes	No
Attended Sectional Council:		
Attended Sectional Fellowship:		
Attended District Council/Network Ministry Convention:		
Attended Ministerial Association meeting:		
Participated in Cohort Group:		
Participated in peer mentoring group (small group):		

Student _____

Mentor/Coach _____

Date _____

Date _____

License Internship

Please complete and return this report form to: PDSOM Office, c/o Barb Jacobs, 199 Mamont Dr., Apt 1, Export, PA. Indicate whether or not the student completed each required project. Please include both pages of this summary. You may photocopy this form for ease of use.

1. Church Administration:

Standard	Yes	No
Observed and analyzed a church board meeting with a mentor:		
OR conducted a church board meeting that was observed and evaluated by a mentor:		

2. Biblical Counseling:

Standard	Yes	No
Conducted a counseling session under the guidance of a mentor:		
OR Observed and evaluated a counseling session:		
OR Reviewed and evaluated biblical counseling resource:		

Pastor/mentor monitoring counseling session: _____

3. Personal Finances:

Standard	Yes	No
Prepared a personal family budget:		

Evaluated by: _____

4. Benevolence:

Standard	Yes	No
Developed a report on all benevolence agencies in the community.		
Reviewed and evaluated churches benevolence policies, practices, funding etc. within the community:		

5. Personal Spiritual Life:

Standard	Yes	No
Consistently kept a prayer and devotional journal for three months:		

Student _____ Mentor/Coach _____

Date _____ Date _____



License Internship Mentor/Coach Summary

6. Ministerial Relationships:

Standard	Yes	No
Attended Sectional Council:		
Attended Sectional Fellowship:		
Attended District Council/Network Ministry Convention:		
Attended Ministerial Association meeting:		
Participated in Cohort Group:		
Participated in peer mentoring group (small group):		

In discussion with the student, please rate their performance (excellent, average, unacceptable) in each project, identify at least one strength, one weakness and one way the student could improve this area. Use and attach additional sheets as needed.

Standard	Ex./Avg./Unacc.	Strength	Weakness	Improvement
Church Administration:				
Biblical Counseling:				
Personal Finance				
Benevolence:				
Personal Spiritual Life:				
Ministerial Relationships:				

Suitability for Ministry:

Submit a statement of not more than one page of your overall impression of the student's capabilities and potential for ministry identifying strengths, weaknesses and recommendations for improvement. This statement may be submitted directly to the PDSOM Dean and needs to accompany the other reports.

**Mail to: PDSOM Office c/o Barb Jacobs
199 Mamont Dr., Apt # 1
Export, PA 15632**