

1. Why internships?

- RHC's vision is to see people, churches, and cities transformed by the gospel
- Our mission is to make Spirit-filled disciples of Jesus Christ
- In order to see our vision and engage our mission, we need to be more intentional about our leadership pipelines
- In the past, our internship program has served us well in this regard
- Accordingly, we want to continue to prioritise this ministry (of interns) and continue to develop pastors and female ministry workers for RHC, and other churches in Singapore and Asia.

2. The goal:

- To raise future church planters and pastors
- To raise ministry workers of various functions
- To help those who may be called for full-time ministry to discern their callings
- To serve the church at large (not just RHC)

3. Who is this for?

- Someone who has demonstrated a clear gospel conviction and godly character, and feels called. He or she must have a desire for gospel ministry, though there may be different levels of clarity for calling and timing.
- The priority is for RHC members whom we have known and walked with, but open for those who are new or outside on a case-by-case basis.
- Due to our complementarian belief, there are streams available for both men and women

4. Internship Streams:

- Pastoral Internship:
 - a. Eligibility
 - i. Available to men seeking to be equipped and prepared for Elder/Pastoral ministry.
 - ii. Member in good standing of RHC (or a local church)
 - iii. Spiritually mature
 - iv. Desire to serve the local church, whether through vocational or lay ministry
 - b. Duration and Intakes
 - i. 5 months - Jan to May / Jul to Nov; open for application 2 months prior to (i.e. Nov and May respectively)
 - ii. 4 (max) interns a cycle (either pastoral or ministry)
 - c. Areas of focus
 - i. Forming interns with biblical convictions regarding pastoral ministry
 - ii. Understanding, applying and teaching God's word - expressing its sufficiency for ministry

- iii. Gaining exposure and appreciation for Elder ministry (shepherding, governing, teaching).
 - d. Anchoring Activities
 - i. Weekly meeting with an Elder/Pastor (rotating through RHC pastors)
 - ii. Working through the Simeon Trust course on Handling the Word
 - iii. CCEF Dynamics of Biblical Change course
 - iv. Participation in Elder meetings and events
 - v. Participation in membership/member care processes
 - vi. Fortnightly session on RHC's ministry philosophy with Lead Pastor / Assistant Lead Pastor
 - e. Stipend
 - i. A stipend will be provided for interns, funded out of RHC's Ministry Investment Fund
- Ministry Internship:
 - a. Eligibility
 - i. Available to men and women seeking to be equipped for church ministry more broadly.
 - ii. Member in good standing of RHC (or a local church)
 - iii. Spiritually mature
 - iv. Desire to serve the local church, whether through vocational or lay ministry
 - b. Duration and Intakes
 - i. 5 months - Jan to May / Jul to Nov
 - ii. 4 (max) interns a cycle (either pastoral or ministry)
 - c. Areas of focus
 - i. Understanding, applying, and teaching God's word - expressing its sufficiency for ministry
 - ii. Being equipped for church ministry - may focus on a particular area of ministry (worship, youth, kids, etc.).
 - d. Anchoring Activities
 - i. Working through the Simeon Trust course on Handling the Word
 - ii. CCEF Dynamics of Biblical Change course
 - iii. Equipping Women to Teach / Equipping Men to Teach
 - iv. Activities will be ministry dependent
 - v. Fortnightly session on RHC's ministry philosophy with Lead Pastor / Assistant Lead Pastor
 - e. Stipend
 - i. A stipend will be provided for interns, funded out of RHC's Ministry Investment Fund