



XL MINISTRIES
EXCELLENCE IN LEADERSHIP

EXPLANATION
of the
XL MINISTRIES
INTERNSHIP



XL MINISTRIES
EXCELLENCE IN LEADERSHIP

EXPLANATION *of the* XL MINISTRIES INTERNSHIP

Table of Contents

| | |
|--|---|
| What Is XL Ministries?..... | 1 |
| What Is Required of Churches?..... | 2 |
| What Is Required of Interns? | 3 |
| What Will the Internship Look Like? | 4 |
| How to Begin and Implement the XL Internship | 5 |
| What Does XL Provide? | 8 |



XL MINISTRIES
EXCELLENCE IN LEADERSHIP

What Is XL Ministries?

XL Ministries, Inc. is a non-profit organization dedicated to promoting eXcellence in Leadership through quality Christian training. We are primarily focused on providing intense two- to three-year pastoral internships within the context of the local church. The apostle Paul gave clear instructions for pastors to give attention to training more pastors in 2 Timothy 2:2:

And the things which you have heard from me in the presence of many witnesses, these entrust to faithful men, who will be able to teach others also.

XL Ministries was started in 1992 by three youth pastors who had seen a number of men quit or fail in the ministry as a result of poor or incomplete training. Although many of these men had seminary or Bible school education, they did not have sufficient hands-on training to deal with the difficulty and complexity of working in the church.

The founders of XL realized that this “hands-on” training is most effective when supervised by an experienced pastor. In this way interns can be exposed to the rigors, failures and triumphs of ministry in an environment that is protective of both the interns and those with whom they work.

Most internships of this type last about three months—a time barely sufficient to become oriented in a church, much less be involved in multiple aspects of ministry. A two-year program was proposed: one year to watch and work with the pastor, and the second year to individually oversee much of the ministry. Thus, the basic structure of XL Ministries, Inc. began to take shape.

In the first three years XL completed *The Youth Ministry Training Manual*, developed an intense two-year training program, and trained a number of interns. To date, XL has developed over fifty different resources and has graduated interns serving across the United States, as well as internationally.

The focus of ministry training during the initial years was on youth pastors. Over time the training efforts have expanded. Current internship training encompasses men in all positions of pastoral ministry, as well as missions.

XL’s desire is that trained men would get involved in other local churches, encouraging the flock to follow Jesus and to provide opportunities for others to receive practical training in pastoral ministry.

What Is Required of Churches?

XL Ministries is committed to helping churches provide extensive internships for those who are called to pastoral ministry. In order to provide an XL internship, the church leadership must first meet with a representative of XL Ministries. We will be working together as a team and we want to answer as many questions as possible related to the internship training. Following that meeting, the church must fill out an application. It is important that we are theologically aligned and that the leadership of the church understands the level of commitment they are making.

A church that is approved to provide the XL internship does not have to always have an intern. It is also possible for a church to have more than one intern at a time. Allow God to provide the man, or men, in His perfect timing.

XL Ministries partners with the church. It is essential to XL that the quality of the internship is maintained. At the same time, the intern is completely under the authority of the church leadership. It is XL's desire to support the church by providing a structured internship and assisting the church as needed.

The church is not required to pay an intern. This internship can be accomplished while also working a full-time job. Some churches are able to pay an intern. This of course benefits both the intern and the church.

The XL Ministries internship is designed specifically for training men who are pursuing pastoral ministry or missions. The requirements of this internship are substantial. We do not recommend using this internship for men who simply want to improve their leadership skills.

Before a man can apply to participate in the XL internship, he must have demonstrated an ability to teach. Our program is designed to refine a man's teaching, not to determine if he is able to teach. Part of the intern application process requires an affirmation from someone in the church leadership that they are reasonably certain that the man is gifted to teach.

What Is Required of Interns?

As a potential intern considers the possibility of applying for the XL internship, the following specific requirements should be considered. Interns must:

- Be doctrinally aligned with both XL Ministries and the training church
(*XL's doctrinal statement: www.xlministries.org/what-we-believe*)
- Not be a new convert
- Have the character that would qualify them to be an elder (Titus 1; 1 Timothy 3)
- Have been serving in some capacity in a church for the prior two years
- Receive the training in an XL training church
- Have consistent biblical disciplines
- Not have consistent sin patterns
- Have demonstrated a gift for teaching that has been affirmed by a leader in the church
- Be teachable
- Turn in assignments on time
- Complete all the memory work
- Be willing to commit two years for the internship if they are not in seminary, or three years if they are in seminary
- Demonstrate giftedness for ministry throughout the course of the internship
- Pass an ordination exam at the end of the internship

What Will the Internship Look Like?

XL has developed internships for youth ministry, associate roles, lead pastors, and missions. The internships are designed according to whether a man is in seminary, has finished seminary, will attend seminary, or is not likely to attend seminary. XL will coordinate with the overseeing pastor to make certain the internship reflects all that will be of greatest benefit to the intern.

An intern is carefully evaluated throughout the course of the internship. The overseeing pastor or his designee will provide a written evaluation each time the intern teaches. They will also evaluate the intern anytime they oversee an activity, event, retreat, etc. Additionally, they will give a quarterly evaluation that includes general categories like spiritual disciplines, shepherding, teaching, administration, etc.

The internship includes the following assignments:

- Memorize a substantial amount of biblical knowledge; this will include themes of books, outlines, key dates, key chapters and verses, as well as key people
- Write answers to over 70 systematic theology questions
- Write answers to questions related to biblical counseling
- Write answers to questions related to apologetics
- Memorize Scripture verses
- Write theological papers
- Read designated books and write reports
- Teach on a regular basis
- Shepherd those who have been missing from services
- Participate in evangelism
- Regularly attend elder/leadership meetings
- Participate in a baptism class or process
- Assist in a new member's class or process
- Participate in counseling
- Conduct or assist in a wedding
- Conduct or assist in a funeral
- Participate in premarital counseling
- Actively disciple one or more people
- Make hospital visits
- Visit those who are shut in
- Attend staff meetings
- Get exposure to children's ministries
- Get exposure to youth/college ministries
- Get exposure to adult ministries
- Complete administrative assignments – overseeing special events, etc.

Approximately one year into the internship a man must go through a “mock candidating” session. The overseeing pastor will arrange for a number of people from the church to constitute a panel that will interview the intern for a pastoral position. A representative from XL will participate as well. This is typically a two-hour interview. Specific instructions are provided for this event.

At the end of the internship the leadership of the church will act as an ordination examination panel for the intern. A representative from XL will also participate. This is a two-hour examination on the intern's theology. It includes specific questions on Bible knowledge, systematic theology, counseling, and apologetics. Specific instructions are provided for this exam.

The intern must successfully pass the ordination exam in order to complete his internship.

How to Begin and Implement the XL Internship

Prior to a church filling out an application to provide the XL internship, an XL representative will meet with the church leadership to present this ministry. It is essential that the church leadership understands and is committed to providing this intensive training.

The church fills out an application to offer the XL internship.

Then the church needs to have an internship candidate. XL does not provide interns to churches. It is ideal when a young man grows up in the church and believes that God is calling him to pastoral ministry. He is well known to the church and he knows the church well. Or, it may be that a church is close to a seminary or Bible college and is able to bring in interns that are pursuing their education. We recommend that such students participate in the life of the church for a minimum of six months before beginning the XL internship. Moving too fast often leads to disappointment and conflict.

Someone in church leadership must listen to the potential intern teach and affirm that he seems to be gifted to teach. Again, it is better to go slow and be as certain as you can. If you get several months into the internship and the intern is not gifted to teach, you will have to ask him to resign from the internship.

Now that you have a man that has a desire to pursue pastoral ministry or missions, and you have affirmed that he can teach, it is time for him to complete the XL Internship Application form, including a series of essay questions. At the request of church leadership, XL will send the potential intern a packet of material that explains in detail the internship and includes the application.

When the application is complete with appropriate references and the essay questions have been answered, the intern submits them to the overseeing pastor. The pastor reviews the application, references, and essay questions. The overseeing pastor sends a letter with any concerns and/or his affirmation of the applicant along with the application, letters of reference and essay questions to applications@xlministires.org. We will review the application. If there are any questions we will discuss them with the overseeing pastor. If everything is favorable, we would approve the man to participate in the XL internship. Once XL receives all the paperwork, the approval process takes about three weeks.

Once the applicant is approved, the specific internship schedule is provided with the assignments that will be due over the course of the internship. The overseeing pastor or his designee will carefully monitor the progress of the intern. A check-off form will be provided by XL.

Keep in mind that the great benefit to the intern is the time he can spend with the leadership of the church. It is essential that the overseeing pastor sets regular meetings with the intern. We recommend that you meet at least every other week. Following are some of the things you might accomplish in these meetings.

- Review any evaluations. All evaluations must be signed by the person giving them as well as the intern.
- Discuss any pertinent ministry issues. It is helpful for the intern to learn about the exciting things as well as the challenging issues in ministry.

- Discuss current theological issues.
- Review the intern's Bible knowledge.
- Review the systematic theology papers the intern has turned in.
- Have the intern practice answering the systematic theology questions with only a Bible in hand.
- Present some counseling questions to the intern and have him work through them.
- Discuss apologetics.
- Discuss evangelism.

We also encourage the overseeing pastor to allow the intern to join him on appropriate appointments. Mentoring means spending a lot of time together. Jesus modeled this perfectly for us. Have the intern in your home. Demonstrate what a biblical marriage and a biblical family look like, etc.

It is vital that the overseeing pastor or his designee fulfills his responsibilities in the following areas:

- Review monthly written assignments. Make notes on the assignments of any additions or corrections that you review with the intern.
- Confirm that the Intern is keeping up on Bible knowledge memory work.
- Review Bible memory work on a consistent basis. This can be done by the overseeing pastor or by a designated individual or individuals.
- Provide a written evaluation each time the intern teaches. The intern should teach a minimum of once a month when they begin the internship and this should increase as the internship progresses. It is important that the intern provides you a copy of his lesson notes. He should also include a list of all the resources that he used in his study.
- Provide a written evaluation any time the intern oversees an event or activity.
- Make certain the intern is systematically fulfilling the other required assignments.
- Expose the intern to as many general areas of ministry as possible.
- Every three months the overseeing pastor is to fill out a quarterly evaluation on the intern. This evaluation is more general. It reviews the intern's spiritual disciplines, family life, administrative skills, shepherding, etc.
- In the first year you should help the intern practice for his mock candidating.
- In the second year it is critical that you begin practicing for the ordination exam. This will require an extensive amount of time and can be done by the overseeing pastor and/or his designees.
- In the last four to six months of the internship, it is requested that the intern be allowed to teach several weeks in a row, along with numerous other assignments, in order to help him understand what normal ministry is often like.

XL will send a reminder when it is time to submit a quarterly evaluation.

After you have filled out the quarterly evaluation and reviewed it with the intern, please send it along with all of the assignments and evaluations from the quarter. This should include:

- Written assignments with corrections and notes from the overseeing pastor
- All other evaluations for the quarter
- A current check-off form that shows the progress of the intern to date

Send this information to assignments@xlministries.org shortly after the end of each quarter.

A representative from XL will coordinate with the overseeing pastor regarding the schedule for the mock candidating session (year one) and the ordination exam (year two or year three).

When the intern successfully completes all assignments and passes his ordination exam, he will be presented a plaque from XL Ministries. XL will also provide a \$2,500 scholarship to increase the intern's library. The overseeing pastor will work with the intern to purchase the resources that will be most beneficial for the intern.

What Does XL Provide?

- The structure for the internship:
 - Educational requirements
 - Biblical theology
 - Systematic theology
 - Counseling
 - Apologetics
 - Book reports
 - Position papers
 - Scripture memory
 - Theological terms
 - Evaluation process
 - Teaching evaluation form
 - Event evaluation form
 - Quarterly evaluation form
 - Practical ministry assignments
 - Teaching
 - Leadership
 - Shepherding
 - Administration
- Help identifying gifted and qualified men through our application process
- Ordination training curriculum with all assignments for Bible knowledge and questions for systematic theology, counseling and apologetics
- Assignment check-off form
- Assistance and structure for the mock candidating session
- Assistance and structure for the ordination exam
- Answer guide for the ordination training
- Review of all assignments and evaluations for each intern
- Assistance to the church with any challenges they might face with an intern
- Documentation of internship records, so that we can provide a recommendation for the intern when they are looking for a job
- Quarterly update from XL Ministries plus a newsletter a couple of times a year, sent to the overseeing pastor and the intern
- Scholarship funds are available for the intern to help build their library, with the overseeing pastor directing the expenditure of these funds
- Scholarship funds are available up to \$10,000 per year to help an intern with living expenses
- A plaque when an intern successfully finishes the internship
- A scholarship of \$2,500 for each graduated intern for purchasing resources for his library, with the overseeing pastor directing the expenditure of these funds



XL MINISTRIES
EXCELLENCE IN LEADERSHIP



XL MINISTRIES
EXCELLENCE IN LEADERSHIP