

PASTORAL INTERN PROGRAM



The Pastoral Intern Program at McLean Presbyterian Church (MPC) exists to train and equip men with an aspiration to pastoral ministry, with a focus on those aiming for roles such as church planters, solo pastors, and senior pastors. Over three years, interns will be equipped to serve Christ's church as pastor-preachers through practical church ministry experience and concurrent academic training at Reformed Theological Seminary DC ("RTS Washington").



ABOUT MPC

We exist to glorify and enjoy God by making disciples who make a difference through grace-filled worship, community, and missions. While activity in each area does not equal discipleship, we are confident that these are the contexts needed for deep spiritual growth, where we navigate the nuances of life in Christ together.

McLean Presbyterian has another church site: Capital Presbyterian Herndon (established in September 2022). In our area, Christians will drive long distances to get to church, but we know that non-Christians won't. The purpose of our multisite effort is to bring the gospel closer to where people live.

ABOUT THE PROGRAM: Throughout the program, interns report to an assigned pastor or ministry director. The intern program is a multi-year program rotating among three major ministry areas: Worship, Community, and Missions. The goal is for the intern to complete the Master of Divinity at RTS Washington (M.A.B.S. plus languages is also an option and ordainable in our Presbytery [Potomac]), while serving in our church, in three years. The initial position is one year and renewable. *Tuition and academic expenses are fully funded.*

In the first year, the pastoral intern will assist his assigned ministry area with strategic planning, logistics, hosting events, leading worship, weekly sermon prep, working directly under the ministry pastor or director and Senior Pastor. Other regular experiences include attendance at conferences, church retreats, staff training, and denominational meetings as well as close mentorship and interaction with pastoral and ministry staff.

Subsequent years will be designed to address specific growth areas in the intern as well as meeting the needs of the church with the goal of rotating the intern through Worship, Community, and Missions.

3-YEAR ROTATION



Below is an example rotation for a typical pastoral intern. Responsibilities could differ due to unique ministry needs during an internship or if the intern begins with a Community or Worship rotation.

YEAR 1: MISSIONS

The pastoral intern will assist the Director of Missions with the development and implementation of a strategic **mission and outreach** plan. This includes, but is not limited to, evangelism, teaching, leading, coordinating with partners, and mobilizing volunteers to advance the mission of our church. The intern's primary objective is to serve, observe, and learn best practices in the Missions ministry.

- Work with the Multiplication and Missions teams to develop and implement a ministry plan focused on increasing the spiritual **breadth** of our church
- Assist pastors in developing evangelism, mercy, and global efforts
- Support Missions team in planning for and executing annual Missions Conference
- Lead or assist on at least one overseas mission trip and frequent visits to local partners
- Assist in identifying volunteers to host, organize, and promote Mission ministries

YEAR 2: COMMUNITY

The pastoral intern will assist the Ministries Pastor and Community staff with the development and implementation of a strategic **formation and care** plan. This includes, but is not limited to, discipleship, teaching, counseling, coordinating, and mobilizing volunteers. The intern's primary objective is to serve, observe, and learn best practices in the Community ministry.

- Work with the Pastor of Ministries to develop and implement a ministry plan focused on increasing the spiritual **depth (maturity)** of our church
- Coordinate the Adult Christian Education (ACE) schedule and train teachers
- Assist in identifying volunteers to host, organize, and promote Community ministries
- Ownership over one ministry area (e.g. Senior Saints) assigned by Pastor of Ministries

YEAR 3: WORSHIP

The pastoral intern will assist the Senior Pastor and the Director of Worship with the development and implementation of a strategic **worship** plan. This includes, but is not limited to, preaching research, liturgy, special services, and mobilizing volunteers to advance the mission of the church. The intern's primary objective is to serve, observe, and learn best practices in the Worship ministry.

- Work with the Director of Worship to develop and implement a ministry plan
- Support Director of Worship by participating, serving, and assisting with worship planning team (staff), worship committee (elders and Board of Women), worship team and choir (musicians and A/V volunteers), researching/writing liturgy, and leading in worship
- Ownership over one ministry area (e.g. Advent Devotional)

*During each year, pastoral interns will participate in a **weekly preaching cohort** with all pastors and other interns, and complete **other duties as assigned** by Senior Pastor and Assistant Pastors or ministry directors.*

TO APPLY



POSITION REQUIREMENTS

- Sinner saved by grace; vibrant, growing, spirit-empowered relationship with God through Jesus Christ
- Exemplary life as delineated in 1 Timothy 3 and Titus 1
- Passionate about the vision and gospel-driven philosophy of McLean Presbyterian Church
- Agreement with and excitement about the basic principles of Reformed theology
- Embody and multiply our church culture:
 - *Focus:* We don't take ourselves too seriously; we do take Jesus and the work he's given us seriously
 - *Family:* We love our church family and we want to love each other well
 - *Fun:* God rules and reigns so we can enjoy the ride
- Humble and teachable leader that is committed to serving others
- Demonstrated leadership potential, effective people skills, and ability to gather people
- Interest in pursuing ministry as vocation with gifts/interests in preaching and evangelism

ADDITIONAL INFORMATION

Compensation: This position is a full-time internship in conjunction with classes each semester (plus optional winter/summer terms) at RTS Washington (tuition and books covered in full). Salary is in accordance with established McLean Presbyterian Church compensation policy.

Start Date: July 1, 2025 (negotiable)

Hiring Process:

- Applicants will be asked to submit resume
- Applicants will be asked to supply at least three references
- Applicants must be able to pass a police background check
- Applicants will interview with our leadership team



TO APPLY

Please submit a resume, references, and cover letter including your testimony to Pastor of Young Adults, Joe Palekas (joe@mcleanpres.org). Interviews will be conducted on a rolling basis, but preference will be given to applicants who apply by January 1, 2025.