

# SOJOURN INTERNSHIPS

LOUISVILLE, KY & NEW ALBANY, IN



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# *Vision and Outcomes*

We saw amazing things happen in our first ten years together as a church family. As we continued to grow and expand, we realized that we were not going to impact our city with only a few influential leaders. Out of this realization, a formal internship program was launched in 2010 with the purpose of training and raising up leaders within the local church. Since then, our internships have sought to holistically develop emerging leaders for the church and the world through mentoring, training, and practical ministry.

## Vision:

Our internships seek to equip the next generation to love, serve, and lead within the local church.

## Outcomes:

- › We want to see the mission of Sojourn Church advance as interns partner with Sojourn ministry leaders.
- › We want to see variety of people, ages, gifts, and abilities playing their part in the body of Christ.
- › We desire to see men and women further equipped and trained for ministry through holistic (head, heart, hands) training and growth.
- › We desire Sojourn Internships to be an environment where future leaders can discern a call to ministry within the local church.
- › We want to cultivate a community of grace where interns can grow and learn.
- › We want to see interns leave with a greater desire to love, serve, and lead within the local church.
- › We desire to see some interns become future ministry leaders, church planters, and pastors.

# *Intern Tracks*

We see three varying tracks to meet the diverse needs and opportunities within Sojourn Church.

## **Key Volunteers:**

- › Volunteer for 5-15 hours per week
- › Work alongside a ministry leader to provide administrative, operational, and ministry support.
- › Applicants are those who are in school, recent graduates, empty nesters, or those who have the time and desire to serve alongside a Sojourn ministry leader
- › Semester-long Commitments
- › Can Raise Support -1 Day of Support Training – June 6, 2014
- › Meet monthly with supervisor as a team for development, oversight, and training

## **Ministry Intern:**

- › 20-30 hours per week
- › Applicants are proven leaders who desire to pursue further clarity in their calling to ministry.
- › Mentored by Sojourn Ministry Leader
- › Encouraged to Raise Support – 1 Day of Support Training – June 6, 2014
- › 1-2 Year Commitments
- › Participation within Leadership School
- › Receive Sojourn Email, Participate in Global Staff Functions

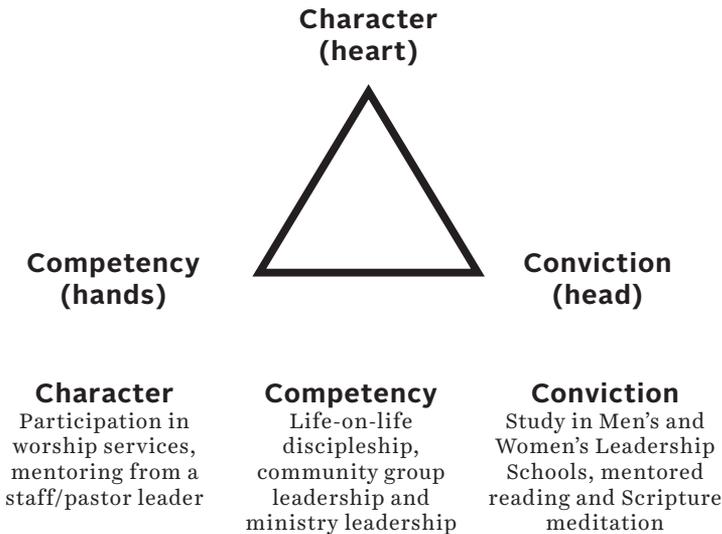
## **Resident:**

- › 40-50 hours per week
- › Applicants are proven leaders who have the level of character, skill, and theological foundation such that they could lead a ministry within Sojourn or start the elder process
- › 1-Year Commitment
- › 3 Residency Programs: Church Planters, Executive Pastors, Worship Leaders
- › Required to raise support

# *Philosophy of Training*

Sojourn's philosophy of leadership training is supported by two principles. First, Sojourn recognizes that personal transformation through application of the gospel and ongoing spiritual renewal creates a foundation for biblical and fruitful ministry. Second, Sojourn believes that church leaders are best developed, shepherded and equipped in the local church. Our internships blend biblical and theological training with real life ministry experience in community.

The purpose of our internships is to develop leaders in character, conviction and competency. Through membership and ministry in the local church, interns will be shaped in character by applying the gospel to every aspect of life and growing in holiness (the heart: being). Interns will develop in biblical conviction by growing in their identities as learners and disciples (the mind: knowing). With these foundations, interns will grow in ministry competency and fruitfulness by assuming a posture of service and mission within the community (the hands: doing).

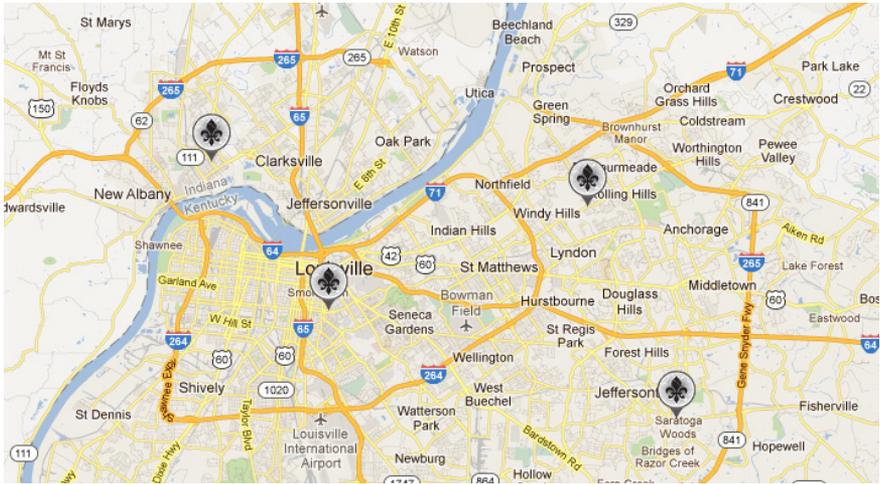


Our focus is not so much on each intern's productivity throughout the year, but on him or her being shaped for a lifetime of fruitfulness in life and ministry. We desire to start small, go deep, dream big and finish well.

# Sojourn Campuses

Sojourn has four locations in the Kentuckiana area, including three in Louisville Metro and one in New Albany, IN. Each location has a campus pastor and support staff. Interns are able to serve at any one of the four locations, though certain internships may not be available at all locations.

You will be contacted during the internship application process if a certain internship focus is not available at a specific campus.



## Sojourn Midtown

Sunday service times:  
9 a.m., 11:15 a.m., 5 p.m. and 7 p.m.  
Meets at 1207 S. Shelby St.  
Louisville, KY 40204  
(502) 635-7053

## Sojourn East

Sunday service times: 9 a.m. and 11 a.m.  
Meets at 8509 Westport Road  
Louisville, KY 40242  
(502) 635-7053

## Sojourn J-Town

Sunday service times: 9 a.m. and 11 a.m.  
Meets at 11412 Taylorsville Rd.  
Louisville, KY 40299  
(502) 267-4446

## Sojourn New Albany

Sunday service times: 9 a.m. and 11 a.m.  
Meets at 2023 Ekin Avenue  
New Albany, IN 47150  
(502) 635-7053

# Our Leaders

## Executive Elders

The Executive Elder team provides vision and direction for each of our campuses the administrative functions of the church and overall vision of Sojourn.

- Daniel Montgomery**- Lead Pastor
- Mike Cospers**- Worship and Arts Pastor
- Kevin Jamison**- East Campus Pastor
- Chad Lewis**- Sojourn Network
- Tim Beltz**- Executive Pastor
- Brad House**- Pastor of Community Life

## Campus Pastors

Each campus pastor teaches, leads the campus support staff, and cares for each of the campuses of Sojourn.

Daniel Montgomery  
Midtown Pastor



Kevin Jamison  
East Pastor



Lisle Drury  
J-town Pastor



Jonah Sage  
New Albany Pastor



# *Internship Opportunities*

Each internship at Sojourn takes place within the context of one of our various ministries. Below is an explanation of the ministries under which one can intern.

## SEED

Seed is a ministry created to bring structure to Sojourn's desire to be all about God's Word and good deeds. It is about re-engineering the church for action. Like Jesus, Seed ministry desires to proclaim the kingdom and to heal. Helping set the poor free spiritually is just the beginning of the glorious Gospel message, serving others through acts of mercy and compassion is the rest of the message. Interns serve at Mercy Mondays by providing benevolence support, help with outreach events like Medical Clinics and provide support in Seed's operational needs.

## Care & Counseling

God designed His family to love and care for one another in community. Joining a community group is the best way to experience mutual love and encouragement as a family, to know that someone will visit you when you're sick or walk with you through tragedy. Sojourn's Counseling ministry is purposefully integrated into community group life because it is important to journey through the difficulties of life alongside others. Sojourn Care & Counseling offers training for group leaders as well as events for the whole church, like Redeem Marriage and Redemption Groups.

## Group Life

Sojourn Group Life is a place for adults and children to journey in the hope of Christ together and be transformed by the gospel in living out the identities of family, learners and servants. Community Groups meet at various times throughout the week. In addition to regular participation in a CG, interns may receive training for group leadership and provide Sojourn's elders, regional and neighborhood pastors, and group leaders with administrative support.

## Music/Worship

Sojourn writes, performs, records and leads contemporary, classic and ancient hymns, as well as psalms and other songs of lament, praise and godly instruction. Music interns may audition to serve on Sojourn's music team and may also provide support in writing and producing music and liturgy for corporate worship.

## Sojourn Arts & Culture

Sojourn Arts & Culture wants to equip the artists within the local church with the knowledge, skills, materials, and opportunities needed to create artworks that will express their faith, serve the church, and renew culture. The vision is to broaden the scope of this ministry to equip Christian artists throughout this region and beyond. By partnering with Sojourn's 930 Gallery, Sojourn Arts & Culture desires to both make art for the church and art from the church. Visual arts interns serve to further this ministry in the church and city.

## Operations

Interns who seek to be equipped in organizational and operational leadership in the church are encouraged to work alongside Sojourn's pastors and administrative staff. Interns may provide essential support in the areas of administration, finance, logistics and building and construction management, and may also receive training to participate in our financial coaching ministry.

## Global Missions

Sojourn International trains and send church planters throughout North America and to the ends of the earth through partnerships with several missions agencies. The missions internship provides opportunities to serve both locally in Louisville and around the world with our international partners. Those serving locally will be involved in working among the international community in the city along with working with staff to serve our missionary partners. Interns also have the opportunity to spend a portion of their internship with a partner missionary in Latin America, Europe or Africa.

## Kids

SojournKids exists to see the gospel transform the next generation. Sojourn believes that children are valuable gifts from God. Children,

just like adults, need Jesus' saving love. Only Jesus can change kids, families, neighborhoods and schools. At Sojourn Kids, children will have fun learning about Jesus and relate the truth of the Bible to the world in which they live. This is accomplished through age-appropriate teaching that shows Jesus to children in a way they can understand, and by recognizing that the home is the front line of ministry to children. Interns serve in organizing, teaching and training within the SojournKids ministry.

## Sojourn Network

Sojourn Network exists to help the pastors and church leaders in our network of churches across North America plant, grow, and multiply healthy churches. Internships with the network aim to train volunteers and ministry interns to plan events, run programs, write and edit content for web and print design materials, and lead project teams whose goal is to build new systems for the network to achieve our mission. Additionally, our volunteers and ministry interns take part in personal development seminars, retreats, and regular trainings aimed at personal as well as professional development

## Students

Sojourn's student ministry provides a setting where middle and high school students learn, serve and grow together, with activities they'll enjoy. Sojourn Students seeks to deepen students' relationships with Jesus and each other through small groups. In the context of these groups, Sojourn Students focuses on developing godly character and wisdom in the midst of the difficult life decisions that students are beginning to face. Interns serve within Sojourn's student ministries to maintain these convictions and further these ministries.

## Connect

Connect is a multi-faceted ministry that seeks to assimilate new visitors into the body of Christ. Connect interns serve at a particular campus and Sunday service in evangelism, follow-up, discipleship, assimilation, baptisms, membership classes and other aspects of this ministry.

## Women

Sojourn's Women's ministry provides opportunities for all women to be equipped by God's Word and encouraged by His people to live out the

gospel in their vital roles as women, wives and mothers. Interns serve this ministry through leadership in groups support, training classes, conferences and the annual women's retreat.

## Research

Interns who sense a call to preach in the local church may serve the teaching pastors in sermon preparation and research. Interns will work closely with the teaching pastors and will gain practical experience in crafting a sermon.

## Sojourn College

Sojourn's ministry to college students at the University of Louisville and other local campuses provides opportunities for outreach, leadership development, and is a great environment to grow in the basic skills of leadership.

## Communications & Media

Interns will work closely with both the Communications and Media teams in order to develop their passion and skills for many types of art. Interns can serve in graphic design, media, web, and photography roles within Sojourn.

## Facilities

The facilities team exists to help ensure clean and beautiful spaces, set up and tear down for events, and partake in various work projects. This ministry opportunity is for those who are skilled with their hands and don't mind hard work.

## Other Areas

There are other ministries in which interns may serve so feel free to note any other area of interest on your application. If you have an original idea for an internship focus, you may also include a personal internship proposal with your application.

# *Ministry Training: Leadership Schools*

Sojourn ministry interns and residents are required to participate in one of the following ministry schools for their personal development and growth.

## Men's & Women's Leadership Schools

Men's and Women's Leadership schools are ongoing, ten-month leadership training programs. These two schools exist to train men and women to serve and lead within the context of the local church. We believe that the local church has a responsibility to train, test, and affirm the next generation of leaders for gospel ministry.

This training is essential for any person who wishes to serve in a leadership role at Sojourn (group leader, deacon, missionary, mentor, ministry leader, etc.) as well as for any person desiring to grow in gospel living in their home or community.

The training is divided into two semesters and is composed of 24 units. Vision, theology, growth, leadership, church, world, Biblical manhood and womanhood, and outreach are some of the many topics addressed.

### **Seminary Credit:**

Men's Leadership School study is required for ministry interns and residents and assumes a weekly commitment of about four to six hours. If you are interested in receiving class credit through Men's Leadership School, please note your interest in your application.

Through a unique partnership with Southern Seminary (sbts.edu), Men's Leadership School students can receive up to 15 hours of seminary credit for completing joint classes. Each year, these seminary classes are taught by Sojourn pastors and are offered exclusively for Men's Leadership School students: Leadership & Family Ministry (3 credits), Systematic Theology III (3), Integrative Seminar: Leadership (6) and Integrative Seminar: Proclamation (6).

## School of Missions

The purpose of the School of Missions is to train up and equip qualified men and women within the context of the local church for gospel ministry in an international context. The School is birthed out of the

vision to see the local church at the center of raising up and sending out its own new wave of gospel-centered missionaries. The goal is not to replace or repeat what a seminary or mission organization has to offer but to complement these organizations and to offer additional tools. The hope is to see missionaries go out in teams with Sojourn DNA to plant churches in unreached and forgotten areas.

All those seeking to be sent from Sojourn as missionaries must complete the full development process offered through the School of Missions. It is advised that you go through this development process within the last year or year and a half before moving to the field. The hope is that you will complete the School of Missions and soon after begin your missionary service.

The School of Missions is developed around three key areas—knowledge, character and skills. with the training including three main elements—individual assessment and development, monthly gatherings and small monthly cohorts.

## Worship School

At Sojourn, we want to provide an opportunity for men and women to grow, be challenged, and get trained in a better understanding of biblical worship.

When we gather together, we rehearse the gospel in song, scripture, prayer, and word. Our practices are rooted in 2000 years of church tradition, and have further roots in the life and worship of Israel. It's our hope to train worship leaders, church musicians, and anyone interested. We want to equip them with those roots, gaining familiarity with the theological and historical roots of our everyday practices.

Worship School is a 20-week worship-training program that is open to anyone and everyone interested in learning why and how we are called to worship. (This means you do not have to be a Sojourn Music Volunteer to attend the Worship School).

# Application Process

Applicants are encouraged to be prayerful in consideration of the opportunity to participate in an internship. It may be helpful to get away from current responsibilities for a day or two to prayerfully ask, “Is this internship right for me—right now?”

## Assessment:

The application process for the internship is crucial for the pastors and staff of Sojourn as well as for the applicant. The process allows the staff to assess six crucial areas of the applicant:

**Character:** Is the applicant a man/woman of godly character who can say, “Follow me as I follow Christ”?

**Conviction:** Is the applicant united with Sojourn’s core values and essential beliefs about the Christian faith?

**Competency:** Is the applicant displaying the ability to sacrifice and work diligently with the necessary skills needed to complete the work ahead of him/her?

**Life Stage:** Is the applicant’s current life stage conducive to serving in this capacity?

**Experience:** Is the applicant’s experience going to help or hinder his/her ability to carry out the internship?

**Team Chemistry:** Is the applicant going to promote healthy relationships within the staff community and does he/she understand the unique culture in which we exist?

## Next Steps:

1. Please read through the internship manual before applying.
2. Fill out the appropriate application and submit by May 31 (for internships beginning September 1) or October 31 (internships beginning February 1):
  - › Key Volunteer application
  - › Ministry Intern and Residency application

› To apply for any internship within Sojourn Music/Worship, download the Sojourn Music application and email it to [bterry@sojournchurch.com](mailto:bterry@sojournchurch.com). An audition is required before acceptance into this internship.

3. After you have finished the application, please have 1-2 ministry references complete the recommendation form found online. If you currently attend Sojourn, the reference must come from a Sojourn member or leader.

4. Upon receiving your application and ministry references, you will be contacted by a Sojourn ministry leader in order to set up an interview for your internship. If accepted, you will be invited to a Support Raising Intensive and Internship Orientation to be determined at a later date.

If you have any questions related to internships at Sojourn Church, please email us at [internships@sojournchurch.com](mailto:internships@sojournchurch.com).

### Acceptance:

After these documents are submitted to Sojourn, the applicant can expect to receive a call within two weeks to discuss their application. Accepted applicants will meet with their internship mentor to discuss the intern's goals as well as Sojourn's expectations for interns. Accepted interns are encouraged to prepare specific goals and priorities for their internship and discuss the support-raising process. Once a ministry schedule has been set and support-raising is complete, the internship will begin.

The availability of internships in certain ministry areas depends on the availability of mentors in that area. An applicant may be accepted into the internship program but matched with a mentor from an alternate ministry area. Nonetheless, we strive to pair each accepted intern with a staff pastor within their ministry whenever possible.

Interns are not guaranteed a staff position upon the completion of their internship and internships may be terminated at any time if it is deemed to be no longer mutually beneficial. Please see the Internship Covenant for further expectations of mentors and interns.

## *Support Raising*

Depending on the intern track you apply for, interns can raise financial support as a means of income. Interns are encouraged to develop a list of potential individuals and families who can commit to supporting your ministry through giving and prayer. Support-raising has a long history in the church as a biblical method of raising financial resources so that emerging church leaders and missionaries are able to fulfill their calling. Support-raising allows interns to receive a modest salary while being trained for future leadership.

Once the intern has been accepted into the program, they will be invited to attend a one day fundraising intensive where they will be equipped with the knowledge and skills to raise financial support. The intern will also meet with one of Sojourn's financial counselors to set a living budget and to set fund-raising goals. Sojourn interns are not allowed to seek funds from Sojourn members (except for family members within the church) and are asked to communicate that potential donors not withdraw giving from their local church and other responsibilities.

Sojourn partners with a major Christian non-profit fund-raising organization for support-raising training, coaching and accountability throughout the internship. Ministry Interns are encouraged to raise around \$1,000 per month depending on life stage, and may raise up to \$1,500 with approval. Residents may raise between \$2,000 and \$4,000 per month. Specific information about support-raising will be provided upon acceptance, but you can also email us (**[internships@sojournchurch.com](mailto:internships@sojournchurch.com)**) with any questions before then.

*Interns are not required to raise funds to complete the internship.*

# *Internship Covenant*

## **The purpose of the Internship Covenant is:**

- › To encourage consistency, accountability and loving unity within the church family and internship program
- › To accomplish the vision of Sojourn internships in accordance with the philosophy of training by God's grace

## **As an intern of Sojourn Community Church I agree to the following code of conduct:**

- › To live my life in a way that exhibits Godly character.
- › To live my life in a way that is consistent with the qualifications of a deacon as outlined in 1 Timothy 3:8-10.
- › Purity – I will live a life that is an example of purity both sexually and morally.
- › Faithfulness – I will exhibit faithfulness in my commitment to fulfill my role and responsibilities as an intern/employee of Sojourn Community Church.

## **Additionally, I agree and understand what it means to be a Covenant Member of Sojourn Community Church:**

1. I am a Christian who has been saved from my sins by the grace of Jesus Christ. I have been baptized to give testimony of my identification with the body of Christ and obedience to the Scriptures.
2. I have read and understand the Sojourn doctrinal statement and by-laws and agree to not be divisive to its teaching and content. I also understand the importance of submission to church leadership and will be diligent to preserve unity and peace (Hebrews 13:7, 17; Ephesians 4:1-3).
3. I will endeavor to maintain a close relationship with the Lord through regular personal Bible reading, prayer, fellowship and practice of the other spiritual disciplines. My journey in Christ will be evident through my regular participation in the corporate worship services, and involvement in a community group (Psalm 119:97, 105; Acts 2:42-47; Hebrews 10:23-25).
4. I will strive to properly manage the resources God has given me,

including my time, body, gifts and talents, attitudes, finances and possessions (Ephesians 5:15-18; Romans 12:1-2; Ephesians 4:1-16; Galatians 5:22-26; Proverbs 3:9-10). This includes regular giving to Sojourn that is sacrificial and cheerful (2 Corinthians 8-9).

5. I commit myself to the Sojourn church family and agree to aid in fulfilling its missional purpose to bring the gospel to Louisville. I recognize that this will be accomplished by pursuing Sojourn's vision and core values.

6. I commit to using the spiritual gift(s) God has given me for the building up of the church, both as part of Sojourn and universally (Ephesians 4:11-16; 1 Peter 4:10-11; Romans 12:1-8; 1Corinthians 12:7-31).

7. I covenant to regularly attend a community group within the campus I attend. I covenant to practice the humility and sacrificial attitude of Christ by considering the needs of others (Philippians 2:1-11; 1 Corinthians 13:4-5), not gossiping (Proverbs 16:28, Matthew 18: 15-17), and seeking spiritual friendships (Proverbs 17:17).

8. I covenant to follow the biblical procedures of church discipline and submit myself to informal discipline as I strive to live out the gospel in community and formal discipline if the need should ever arise (Matthew 18:15-17; Galatians 6:1-5). If I withdraw from membership while the subject of pending disciplinary action according to Matthew 18:15-17, I expressly consent and submit to the elders' continuing authority to complete the disciplinary process set forth in our church by-laws.

9. I covenant to submit to the authority of the Scriptures as the final arbiter on all issues (Psalm 119; 2 Timothy 3:16-17). God enabling me, I will strive to consider my commitment to this Membership Covenant on a yearly basis. I understand that it is an evaluative tool, as well as an affirmation of my continuing conviction and purpose. My responsibility will be to notify the Sojourn leadership if at any time I can no longer commit to this covenant, or if I have any questions, comments, or concerns regarding Sojourn Community Church.

By signing below, I'm indicating that I understand that if my character is exposed in a way that is harmful to Sojourn Community Church and/or the reputation of Christ in this community, or if I am unable to conduct myself in accord with the code of conduct above this could be considered grounds for dismissal from my employment/internship with Sojourn Community Church.

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