

## Mentorship & Internship Experience

Dear Leader and Applicant,

The goal of the internship and mentorship part of the Garden School of Kingdom Leadership is to provide students opportunities to learn and grow in their leadership gifting. This growth occurs on an emotional, spiritual, and practical level. The mentor is responsible to oversee the internship process of the student. Each mentor is to help develop maturity in the student and impart wisdom and knowledge they have experienced in their walk with God, ministering to other and organizational responsibilities. The maturity being developed is on a personal level in the student's character as well as their maturity growth as a leader. This is the discipleship that Jesus provided for his followers in helping them mature in their relationship with God, in relationship with peers and in relationship to those whom they serve. This internship is meant to be highly relational as well as practical. There will be an intentional focus on an area of ministry both behind the scenes organizationally and in active ministry.

The vision for mentorship comes directly from the model Scripture gives us. Joshua was mentored by Moses, Elisha by Elijah, The Apostles by Jesus, Timothy and Titus by Paul are just a few examples. The Bible teaches that there is victory in the multitude of counsel (Proverbs 24:6) and that above all else we should seek wisdom (Proverbs 4:7). Wisdom comes directly from the Father, but it also comes from seasoned leaders who are mature spiritual mothers and fathers. Most leaders have received mentorship and counsel and in return should be pouring their wisdom, love and experience into emerging leaders. Emerging leaders should desire to be mentored and value these scriptural principles.

Internships are to be 6-8 hours a week in which the mentor will meet with the intern at least for one hour a week to help them grow, learn and serve in a specific area of ministry (i.e. women's ministry). These one-on-one meetings are to check-in with the student on how their heart is doing with the Lord, life, and how they are learning about themselves and God as they serve. This weekly meeting will also serve as a time to help grow the knowledge base of ministry responsibility, administration and organization. With that hour each week, the mentor will also take the student out for coffee once a month (minimum) to be more fully focused on the personal well-being of the student without ministry focus. All leaders know that it can be challenging to create space to be more relational and focus meetings on ministry responsibilities. It is imperative that leaders disciple emerging leaders relationally and spiritually first before they lead them practically in administration and organization. The Church is responsible for building and investing in people first as the collective body of Christ before building church organizations, structures and running ministries. By pouring into emerging leaders, then the leaders can pour into the people whom ministries serve.

At the same time, students must be willing to humble themselves to mentors and allow leaders to help them mature and grow in their walk with God, their character and their growth in leadership responsibilities. In the meetings with mentors, students must be teachable, willing to try new things, open their hearts emotionally and relationally, and be willing to perform tasks that may not seem fun or in their "wheel house." These are all aspects of leadership development that are important to yield to the maturing process. Students need to be on time, take notes, ask questions and be open for honest feedback on areas where they can improve their communication, character and work ethic. Students must be willing to be obedient to leaders when they are asked

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to help serve in a variety of ways. Students must be honest when they make mistakes, ask for help when they don't understand or are unsure of how to complete a task, or simply communicate they don't know what questions they should be asking the mentor. Students should seek to "get the most" out of their time and relationship with their mentor.

This is all a mutual process that needs all parties "all in" and invested into this intern and mentor relationship. It is a deeply spiritual undertaking that many times involves spiritual warfare. Both parties must be willing to learn and adjust as they get to know one another and be willing to work on their relational communication even if it means asking for help from an un-biased 3<sup>rd</sup> party. Both parties must be willing to raise their hand and ask for help if they get stuck in moving forward relationally as well as if the leadership growth is not improving in the student. It's understandable that there are seasons and that at times what a student thought was a God desire to grow in an area of ministry and find out it is not what they are called to do. With this possibility, it is possible for internships/mentorships to change at the one year mid-point if both parties are in agreement and are in good standing relationally. The student and mentor would both work together to find the best course to set the student up for a new mentorship and internship in the 2<sup>nd</sup> year.

### Mentorship Responsibilities

- Commitment of 1 hour per week of intentional discipleship with student
- Committed to the student to help them grow in their leadership calling.
  - Empower students relationally
  - Empower students spiritually
  - Empower students with leadership responsibilities (this means they are more than just serving your ministry like a volunteer would. Students, over time, must be given areas of responsibility and leadership that is more than the basic volunteer.)
- Help guide the 5-7 hours of weekly responsibilities for each student
  - This is an open discussion at the beginning of the internship to help set the student up in an area of ministry they would like to grow in. Ministry responsibilities must be intentional and strategic and not simply "filling in the time."
  - On average, a student should be balancing 50% of their hours between administration/organization/communication and active ministry (i.e. 3 hours serving in Children's ministry on a Sunday morning, 3 hours of prep and organization)
  - The student can have more hours than this, but that is an agreement between both parties and can flex based on season of student and mentor.
- Give honest and reflective feedback to students on areas they are doing well in
  - It is important students know constantly how they are thriving emotionally, spiritually and practically.
  - Students are to be built up and encouraged in what they are doing well in
- Give honest and reflective feedback where students need to improve
  - Emerging leaders make mistakes and they need to receive loving feedback on how they can improve. Their improvement may be in how they talk to others, how they serve peers, or their work ethic.

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- It is important that mentors help guide the students to understand why they need to improve and how their immaturity can unintentionally hurt others or impact the ministry they are serving.
- Receive honest and reflective feedback from students on areas they need more help in
  - Students have the right to communicate areas they need help in including more help from the mentor.
  - The feedback they give a leader helps the mentor most effectively love and tend to the students heart and life.
  - Honest reflection and communication is valuable to make sure both parties are learning and growing together in the internship and mentorship relationship.

### Student's Responsibilities

- Commitment of 1 hour per week of intentional discipleship from mentor
  - The student is responsible for communicating if their life balance is struggling due to serving or life circumstances, how their heart is doing and how they are doing spiritually.
  - Students are responsible to receive ministry and encouragement from mentors and honest feedback.
  - Students are responsible to be intentional in their growth in personal organization, emotional intelligence, communication skills, time management and life balance with the help of the mentor in their one-on-one coaching times.
- Committed to the mentor to serve the leader, their staff, volunteers and ministry
  - Loyal to the mentor to serve them and make them look amazing by serving them and honoring them privately and publicly in their speech and attitude
  - Honor and respect other staff and leaders within the ministries privately and publicly
  - Love and respect those whom the ministry is serving and loving.
- Consistently serve and lead 5-7 hours/week in the areas that the mentor establishes as the student's responsibilities
  - This is an open discussion at the beginning of the internship to help set the student up in an area of ministry they would like to grow in
  - On average, a student should be balancing 50% of their hours between administration/organization/communication and active ministry (i.e. 3 hours serving in Children's ministry on a Sunday morning, 3 hours of prep and organization)
  - The student can have more hours than this, but that is an agreement between both parties.
- Receive honest and reflective feedback from mentor on areas student is doing well in
  - It is important students receive honor and compliments in how they are impacting people's lives and how well they are serving.
  - Students need to be built up and encouraged in what they are doing well in
  - Students must also guard their hearts from becoming prideful and arrogant when they thrive in ministry. It is important to stay humble, teachable and to be thankful when receiving accolade and honor from leaders.

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- Receive honest and reflective feedback from mentor on areas student needs to improve
  - Emerging leaders make mistakes and they need to receive loving feedback on how they can improve. Their improvement may be in how they talk to others, how they serve peers, or their work ethic. Students must be open to hearing how they are not meeting healthy expectations of leadership and be willing to receive this feedback even when it hurts and be willing to grow and improve.
  - It is important that students ask good questions to their mentors to help understand why they need to improve and how their actions have unintentionally hurt others or impacted the ministry they are serving.
  - Students should WANT to improve and become more effective in their leadership and desire healthy and empowering feedback
- Give honest and reflective feedback to the mentor in areas the student needs more help in
  - Students have the right to communicate areas they need help in including more help specifically from a mentor
  - The feedback students give a leader help the leader most effectively love and tend to the student's heart and life.
  - Honest reflection and communication is valuable to make sure both parties are learning and growing together in the internship and mentorship relationship.
  - Leaders may not be able to help in specific areas of need but can aid in helping the student receiving additional ministry, mentorship or training to improve in their area of need whether it be emotional, spiritual or practical.
  - Student's should be understandable that the mentor may not have the skill sets or capacity to assist them in an area of need but be willing to seek additional help from an additional support with the help and guidance of the mentor.

Students are responsible during the application process to seek the Lord for what mentor and ministry they feel called to grow in and receive mentorship from. It is possible for there to be two areas of ministry to have an internship in, but it must be in the same area of responsibility as the mentor. The student is responsible to SEEK OUT THE MENTOR and ask them if they can intern in a specific ministry and for the leader to mentor them over the next two years. The leader will need time to pray about serving over the next two years and if the mentor feels called to specifically mentor the student. Students need to have a sponsoring leader that is committed to the above responsibilities in order to be accepted into the program. The leader will need to complete the "GSKL Sponsorship Form" provided on the website <https://www.gskmbakersfield.com/gskl-application>.

Known Internship Opportunities with Mentor:

### **David Goh:**

Kern Leadership Alliance

Sermon Series research & study

Research and writing for blogs, articles and books

Maturing each member, raising up leaders

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### **Christie Badger:**

Children's Ministry  
Women's Ministry

### **Rob Allison:**

Missions/Evangelism/Outreach  
New Guest Relations (Assimilation)  
Men's Ministry  
Garden Groups and Building Community

### **Timothy Berry:**

GSKM 1 & GSKL (many opportunities)  
GSKM Alumni Relations  
Operations & Administration  
Hospitality  
Intercession and Prayer Teams  
Genesis Young Adults  
Wednesday Night Adult Equipping Classes  
Hearts Ignited Ministries International

### **Lazarus Garcia:**

Oasis Jr. High and Sr. High Ministries

### **Sherry Rose:**

Wellspring Personal Development (Counseling Services)

**Other possibilities** (some ministries have been asked and others not, but worth pursuing if you have an interest):

Deep Healing Ministries (Barb Morrish),  
Garden Pathways (Juan Avilla),  
Kliewers Ministries (Oildale – Beth or Steve Kliewer),  
Magdalene Hope (Doug Bennett),  
Rescue Mission  
Your church or ministry if you live outside Bakersfield.