



CHRIST COVENANT
REFORMED BAPTIST CHURCH

Internship Program

LAUNCH YOUR MINISTRY

WITH CHRIST COVENANT REFORMED BAPTIST CHURCH



ARE YOU CALLED TO PASTORAL MINISTRY OR CHURCH PLANTING IN UNREACHED OR CHALLENGING CONTEXTS?

Join our Internship Program in Montréal, Québec, to grow in confessional Reformed Baptist theology and gain hands-on experience in a vibrant, mission-driven church plant.

PREPARE FOR UNREACHED CONTEXTS

Our Mission Field: Montréal is a dynamic, multicultural city in Quebec where less than 1% of people are Evangelical Christians. Since we live in the world's second-largest French-speaking city, we offer an optional French language acquisition track to prepare you for ministry in French-speaking contexts, especially here in Quebec.

Our Church: Planted in April 2023, our church is a growing congregation, led by a plurality of biblically qualified elders, who are grounded in the 1689 London Baptist Confession, Baptist Faith and Message 2000, and other faithful theological statements such as the Frankfurt Declaration.

WHY INTERN WITH US?

1. **Personal Mentorship:** Regular one-on-one leadership mentoring from our Senior Pastor.
2. **Missional Training:** Prepare for ministry in unreached and post-Christian contexts.
3. **Confessional Depth:** Apply historic creeds and confessions to all of life and ministry.

WHAT YOU'LL DO

- Develop confessional church members and leaders
- Lead courageously and confessionally
- Learn expository preaching and teach Bible/theology under pastoral guidance
- Engage in local outreach and cross-cultural evangelism
- Join elder meetings to grow in biblical shepherding
- Optional: Study French to reach Québec's unique culture

INTERNSHIP DURATION

1-3 years

The full 3-year track is designed to complement an online or hybrid MDiv program

WHO CAN APPLY?

Men who are recognized and commended by their church, aspiring to pursue pastoral ministry or church planting in difficult places, especially in unreached contexts.

READY TO BEGIN?

Apply: revandrewmark@christcovenantchurch.ca

Visit: christcovenantchurch.ca

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Program Overview: The Purpose of the Pastoral Internship

The pastoral internship at Christ Covenant Reformed Baptist Church (CCRBC) is designed to equip elders and men aspiring to pastoral ministry to plant confessional Reformed Baptist churches, revitalize non-confessional churches by reforming them, or prepare for a missional life informed by the historic Baptist and Reformed traditions. Whether planting, revitalizing, or training for eldership, the internship offers intensive training in applying confessional Reformed theology both personally and communally. The program connects robust theology with intentional methodology, cultivating confessionally faithful and missionally engaged elders and teams who will proclaim the gospel to the nations through biblically organized local churches.

The Internship Objectives

The internship is designed to instill and evaluate four core aspects of ministry (referred to as "DNA") in current and aspiring elders:

1. Confessional Piety
2. Confessional Ministry
3. Confessional Worship
4. Confessional Discipleship

The intern will be assessed on his progress in each of the four DNA categories through book reflections, position papers, periodic reports (i.e., 2–5 page quarterly papers), and the completion of various assigned tasks.

1. Confessional Piety

The intern will engage with confessional theology, aiming to foster a commitment to confessional Reformed Baptist beliefs that are not only theoretical but practical. This piety will be reflected in personal and familial worship. Additionally, the intern will learn to understand and navigate cultural challenges to confessionalism, equipping him to stand by it with conviction and to defend it persuasively.

Reading List:

- *The Need for Creeds Today: Confessional Faith in a Faithless Age*
- *The Christian Sabbath*



- *Be Thou My Vision: A Liturgy for Daily Worship*
- *The Path to Being a Pastor: A Guide for the Aspiring.*
- *The Westminster Larger Catechism Commentary*
- The first four ecumenical creeds and their purposes: *The Apostle's, Nicene, Chalcedonian, and Athanasian Creeds*
- The Reformed Confessions: *The Westminster Standards, The Three Forms of Unity, The Augsburg Confession, The Anglican Thirty-Nine Articles of Religion and the Book of Common Prayer, The Savoy Declaration, The Historic Baptist Confessions, and Catechisms*

Theological Assignments:

- **Position Paper (10–15 pages):**
 - **Biblical arguments for confessionalism:** Provide biblical support for the need for confessional statements in the church.
 - **The four ecumenical creeds:** Explore the Apostle's, Nicene, Chalcedonian, and Athanasian Creeds, addressing their purposes, historical uses, and how they shaped the church.
 - **The Reformed Confessions:** Examine key Reformed confessions and compare them with historic Baptist confessions, noting similarities and differences.
 - **Defining confessionalism:** Write a definition of confessionalism in your own words. Articulate the case for and against it, and explain why Christians should be creedal and confessional.

Practical Assignments:

- **Periodic Paper Reports** (one per prompt):
 - **Confessional Christianity in Personal and Familial Devotions:** Reflect on how you would integrate confessional Christianity into your personal life and family worship, using the creeds and Reformed confessions.
 - **Living out the Christian Sabbath:** Consider the challenges of living out the Christian Sabbath and reflect on its significance in your personal and community life.
 - **Personal Piety and Pastoral Ministry:** Reflect on how to prepare for pastoral ministry in terms of personal holiness and ministerial calling. What challenges do you anticipate: personal, familial, ministerial? How do you plan to overcome such challenges?

2. Confessional Ministry

The intern will learn about the biblical form of a confessional Reformed Baptist church, including leadership, membership, polity, and catholicity. He will explore the ecclesial form of



CCRBC and produce a 15-page position paper on a biblically grounded and confessionally aligned ecclesiology, detailing how he will apply this understanding in his ministry context.

Reading List:

- *A Reformed Baptist Strategy for Planting Confessional Churches in Difficult Places*¹
- *The Creedal Imperative*
- *Truths We Confess*
- *Convictional, Confessional, Cheerful Baptists*
- *Baptist Foundations: Church Government for an Anti-Institutional Age*
- *How to Build a Healthy Church: A Practical Guide for Deliberate Leadership*
- *Christianity and Liberalism*
- *The Ten Commandments of Progressive Christianity*
- Evangelical orthodox Hermeneutics: *The Chicago Statements on Biblical Inerrancy and Hermeneutics*
- Supplement with relevant articles from *A New Exposition of the London Baptist Confession of Faith of 1689*, Ligonier, TGC, and 9Marks Ministry

Theological Assignments:

- **Position Paper (10–15 pages):**
 - **Ecclesiology:** Articulate convictions regarding the biblical form of the church, including leadership, membership, polity, and catholicity. Provide biblical and confessional foundations for each, demonstrating their relationship to confessional Reformed Baptist theology.

Practical Assignments:

- **Periodic Paper Reports** (one per category):
 - **Leadership:** Reflect on the role of elders in local churches. What obstacles can you face in applying a biblically faithful and confessionally consistent ecclesiology? How will you address them?
 - **Membership:** Reflect on the application of confessional membership in your context. Identify challenges in maintaining a confessionally faithful membership and explain how you would navigate those challenges.
 - **Polity:** Reflect on the practical outworking of confessional church polity. What difficulties can you encounter in implementing a confessionally faithful polity, and how do you plan to address them?
 - **Catholicity:** Reflect on the church's catholicity and its connection to the local, universal, and historical body of Christ. Identify obstacles to maintaining local catholicity and discuss how you will approach cooperation with local and international churches.

¹ See <https://www.proquest.com/docview/3141365969>

- **Evangelical Hermeneutics:** Study Evangelical hermeneutics and explain how to discern between orthodox and heterodox hermeneutics, particularly in relation to liberal theologies, higher criticism, and modern heresies.

3. Confessional Worship

The intern will explore the first biblical function of a confessional Reformed Baptist church: worship. This will include understanding the Regulative Principle of Worship (RPW) and the fivefold framework for worship, namely, reading, preaching, praying, singing, and seeing God's word. The intern will develop a deeper understanding of the dialogical and participatory aspects of the historic Reformed liturgy and write a 15-page paper on its biblical foundation and the benefits of Reformed liturgy and RPW.

Reading List:

- [*A Reformed Baptist Strategy for Planting Confessional Churches in Difficult Places*](#)
- *Christ-Centered Worship: Letting the Gospel Shape Our Practice*
- *In the Splendor of Holiness: Rediscovering the Beauty of Reformed Worship for the 21st Century*
- *Does God Care How We Worship?*
- *Worship: Reformed according to Scripture*
- *The Cambridge Declaration + The 2022 Ligonier State of Theology Survey*
- Supplement with relevant articles from *A New Exposition of the London Baptist Confession of Faith of 1689*, Ligonier, TGC, and 9Marks Ministry

Theological Assignments:

- **Position Paper (10–15 pages):**
 - **Reformed Liturgies:** Define Reformed Liturgy. Explore the similarities and differences among historic and present Reformed liturgies and contrast them with non-Reformed liturgies. Articulate your personal convictions on liturgical worship in the church and outline its practical benefits. Support your paper with biblical and confessional arguments.

Practical Assignments:

- **Periodic Paper Reports** (one per prompt):
 - **Biblically faithful and confessionally consistent worship:** Reflect on what theologically-methodologically consistent Reformed worship looks like and the obstacles you face in applying such worship structure in your context. How will you overcome these challenges?
 - **Worship in a future church plant:** Plan how you would structure worship in a future church plant. Explain each element of the worship service, providing biblical and theological rationales for its inclusion and organization.

4. Confessional Discipleship

The intern will explore the second biblical function of confessional Reformed Baptist churches: discipleship. He will learn expository preaching and teach others about confessional and covenantal Reformed Baptist theology. The intern will engage with other confessional standards upheld by CCRBC, including the [Baptist Faith and Message 2000](#), the [Frankfurt Declaration](#), and the [Nashville, Danvers, and Social Justice and the Gospel Statements](#). He will participate in eldership development meetings and take on various teaching responsibilities. Additionally, the intern will investigate CCRBC's principle, "We Disciple the Way We Worship," and apply it in personal discipleship and accountability while exemplifying humble servant leadership. He will also produce periodic activities and reflection reports, ranging from 2 to 5 pages, detailing personal growth, struggles, observations, and reflections on CCRBC church life, including his own discipleship experiences.

Reading List:

- [*A Reformed Baptist Strategy for Planting Confessional Churches in Difficult Places*](#)
- *CCRBC's Theological Positions*
- Various assigned readings
- Supplement with relevant articles from *A New Exposition of the London Baptist Confession of Faith of 1689*, Ligonier, TGC, and 9Marks Ministry

Theological Assignments:

- **Reflection or Position Paper (10–15 pages):**
 - Engage in theological reflection on ecclesiological issues related to confessional discipleship. The paper should explore how discipleship can be integrated into church life and ministry, with all arguments firmly rooted in biblical and confessional principles.

Practical Assignments:

- **Periodic Paper Reports** (one per prompt):
 - **From Theological Positions to Practical Implications:** Reflect on how each theological statement and declaration informs specific ministry practices. How might it serve as a source of clarity and inspiration for ministry? What potential issues could arise from possessing so many theological statements and declarations?
 - **Discipleship in a future church plant:** Plan how you would implement a discipleship strategy in a future church plant. Explain each element of the discipleship strategy for members and leaders, providing biblical, theological, and philosophical rationales.
-

General Assignments and Tasks

- **Monthly Activity and Reflection Reports (2–5 pages):**
 - Document your personal growth, struggles, observations, and reflections on CCRBC church life. Include reflections on your personal discipleship journey and how it has been shaped during your internship.
 - Special Project in Year 2: Interview elders and members of CCRBC and other like-minded churches and reflect on points of similarity and contrast in various reflection reports.
 - **Workshops and Studies:**
 - Attend at least two Simeon Trust workshops focused on expository preaching.
 - Begin a Bible or theological study that connects with an element of the Lord's Day liturgy.
 - **Elders' Meetings:**
 - Participate in bi-weekly elders' meetings, as appropriate, and engage in discussions on church leadership, polity, and pastoral care.
 - **Networking:**
 - Engage in local and international network meetings (monthly and annual). Use these opportunities to grow in your understanding of broader ministry contexts and connect with other leaders.
 - **Ministry Involvement:**
 - Shadow Senior Pastor in pastoral duties and all ministry engagements.
 - Serve in various ministries of the church, including street evangelism, helping to broaden your practical ministry experience and participation in the local body.
 - **Other Assigned Tasks:**
 - Engage in weekly, monthly, and quarterly one-on-one mentoring meetings with the Senior Pastor.
 - Complete any other tasks assigned by the Senior Pastor or elders that help deepen your engagement with the church's life and mission.
-

Preaching & Teaching Opportunities and Evaluation

Throughout the internship, there will be multiple opportunities for **preaching and teaching**. Interns will be assigned to lead worship services, give sermons, and engage in Sunday School or small group teaching, depending on the church's needs. These opportunities are integral to the learning process, allowing interns to practice and refine their theological communication, public speaking, and pastoral leadership skills.

Evaluation of these opportunities will be conducted by the Senior Pastor and other ministry leaders, offering constructive feedback on preaching style, theological accuracy, clarity, and

engagement with the congregation. The evaluation will focus not only on the content but also on the delivery, ensuring interns develop both the intellectual and practical aspects of ministry. Monthly reviews and feedback sessions will provide detailed insights, enabling growth and continued development throughout the internship period.

French Language Acquisition

If the intern's target ministry is directed toward a French-speaking ministry, language acquisition will be a priority. In addition to formal French language training, the intern will be assigned to a fellowship group designed to simulate a French-speaking environment, providing an immersive experience to foster language fluency. This immersion will be integrated with the intern's ministry tasks, helping him practice French in practical ministry settings, such as conversations with church members and participation in church events.

The intern's language learning progress will be assessed periodically to ensure that fluency in French aligns with the ministry's goals. The intern is expected to achieve working proficiency in French, allowing for effective communication and the ability to fulfill various pastoral duties with sufficient fluency. Please consult **Appendix B** for further information on French language acquisition training.

General Expectations

Work Hours & Integrity

Interns are expected to fulfill a minimum of a 40-hour work week, ensuring consistent commitment to the ministry and the development of pastoral skills. These hours will include attending all weekly church activities and events (as outlined in the internship calendar below). Interns will shadow the Senior Pastor during visitations, elders' meetings, discipleship sessions, and other functions such as funerals, weddings, and hospital visits, contributing to the holistic development of pastoral care skills.

For interns working towards a seminary degree, their study hours will be included in the 40-hour work week, recognizing that theological education is an integral part of their pastoral formation. The same approach applies to French language training if the intern is focused on serving French-speaking communities.

Expectations:

- Interns must maintain punctuality and integrity in fulfilling their scheduled hours.

- Availability for on-call duties, such as hospital visits and emergency pastoral care, is a key expectation.
 - Interns will be held to high standards of confidentiality and professionalism, particularly in sensitive settings like counseling and visitations.
-

Initiative-Taking & Dependability

Interns are expected to demonstrate initiative and dependability in their work. This means proactively seeking out opportunities for ministry involvement, participating in church activities, and being self-motivated to grow in their pastoral role. Dependability is vital, as interns will be trusted with responsibilities that require consistency, such as leading Bible studies, assisting with worship services, or participating in evangelistic outreach.

Expectations:

- Interns should be prepared to anticipate ministry needs and offer assistance without waiting for direction.
 - Interns should consistently shadow the Senior Pastor to gain insights into pastoral engagement and communication.
 - Regular updates on progress with assigned tasks (including language acquisition) are expected, ensuring that goals are being met.
 - Interns must demonstrate a strong sense of responsibility in fulfilling commitments to church members and the elders' team.
-

Dress Code & Decorum

Interns are expected to dress formally during Lord's Day church services, embodying a sense of reverence and professionalism for the worship environment. This standard reflects the pastoral role, which requires a high level of decorum and respect for the gathered congregation. However, a semi-casual dress code is appropriate for other church activities and ministry engagements (e.g., study groups, meetings, outreach).

Expectations:

- The dress code must be professional and appropriate for various ministry settings.
 - Interns should exhibit decorum befitting an aspiring pastor, embodying respect and attentiveness in both speech and conduct.
 - While engaging in various ministry contexts, interns should avoid attire that may distract or detract from the seriousness of the pastoral role.
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The Three-Year Timeline Breakdown

Year 1: Foundational Development in Confessional Ministry

Objective: Establish a foundational understanding of confessional theology and its personal application.

Readings (Approximately 1000 pages)

- *The Need for Creeds Today: Confessional Faith in a Faithless Age* (Fesko)
- *The Christian Sabbath* (Johnson)
- *Be Thou My Vision: A Liturgy for Daily Worship* (Gibson)
- *The Path to Being a Pastor: A Guide for the Aspiring.*
- The Westminster Larger Catechism Commentary
- The first four ecumenical creeds and their purposes: *The Apostle's, Nicene, Chalcedonian, and Athanasian Creeds*
- The Reformed Confessions: *The Westminster Standards, The Three Forms of Unity, The Augsburg Confession, The Anglican Thirty-Nine Articles of Religion and the Book of Common Prayer, The Savoy Declaration, The Historic Baptist Confessions, and Catechisms*

Assignments

- **Position Paper (10–15 pages, due end of Year 1):**
Prompts:
 - Biblical arguments for confessionalism: Provide biblical support for the need for confessional statements in the church.
 - The four ecumenical creeds: Explore the Apostle's, Nicene, Chalcedonian, and Athanasian Creeds, addressing their purposes, historical uses, and how they shaped the church.
 - The Reformed Confessions: Examine key Reformed confessions and compare them with historic Baptist confessions, noting similarities and differences.
 - Defining confessionalism: Write a definition of confessionalism in your own words. Articulate the case for and against it, and explain why Christians should be creedal and confessional.
- **Periodic Paper Reports (2–5 pages each):**
 - *Q1:*
 - **Confessional Piety Report 1:** Reflect on how you would integrate confessional Christianity into your personal life and family worship, using the creeds and Reformed confessions.
 - **Confessional Piety Report 2:** Reflect on how to prepare for pastoral ministry in terms of personal holiness and ministerial calling. What challenges do you anticipate: personal, familial, ministerial? How do you plan to overcome such challenges?

- **Feedback Session with Senior Pastor:** Discuss initial reflections and theological perspectives on confessionalism. Also, discuss the role of confessional piety in personal devotion and how to mortify sin.
 - *Q2:*
 - **Confessional Ministry Report 1:** Reflect on the role of elders in local churches. What obstacles can you face in applying a biblically faithful and confessionally consistent ecclesiology? How will you address them?
 - **Feedback Session with Senior Pastor:** Review progress and refine theological insights based on feedback.
 - *Q3:*
 - **Confessional Worship Report 1:** Reflect on what theologically-methodologically consistent Reformed worship looks like and the obstacles you face in applying such worship structure in your context. How will you overcome these challenges?
 - **Feedback Session with Senior Pastor:** Review progress and refine theological insights based on feedback.
 - *Q4:*
 - **Confessional Piety Report 3:** Consider the challenges of living out the Christian Sabbath and reflect on its significance in your personal and community life.
 - **Feedback Session with Senior Pastor:** Review reflections on Sabbath observance, membership, and networking opportunities.
- **Monthly Activity and Reflection Reports (2–5 pages each, ongoing):**
Prompt: Document your personal growth, struggles, observations, and reflections on CCRBC church life. Include reflections on your personal discipleship journey and how it has been shaped during your internship.

Other Tasks

- Begin participating in bi-weekly elders' meetings and networking opportunities.
- Shadow Senior Pastor in pastoral duties and all ministry engagements.
- Engage in weekly, monthly, and quarterly one-on-one mentoring meetings with the Senior Pastor.
- Start serving in various ministries (e.g., street evangelism) at CCC and other like-minded churches.
- French Language Acquisition: Focus on learning and integrating French into your life as per the French language program in the appendix.
- MDiv Coursework

Year 2: Advancing Confessional Understanding and Application

Objective: Deepen understanding of ecclesiology and liturgical worship within a confessional framework.

Readings (Approximately 1000 pages)

- *The Creedal Imperative* (Trueman)
- *A Reformed Baptist Strategy for Planting Confessional Churches in Difficult Places* (Adil)
- *Baptist Foundations: Church Government for an Anti-Institutional Age* (Various Authors)
- *Christ-Centered Worship: Letting the Gospel Shape Our Practice* (Chapell)
- *Worship: Reformed according to Scripture* (Oliphant)
- *How to Build a Healthy Church: A Practical Guide for Deliberate Leadership* (Dever)
- Evangelical orthodox Hermeneutics: *The Chicago Statements on Biblical Inerrancy and Hermeneutics*

Assignments

- **Position Paper on Confessional Ministry (10–15 pages, due mid-Year 2):**
Prompt:
 - Ecclesiology: Articulate convictions regarding the biblical form of the church, including leadership, membership, polity, and catholicity. Provide biblical and confessional foundations for each, demonstrating their relationship to confessional Reformed Baptist theology.
- **Position Paper on Confessional Worship (10–15 pages, due end of Year 2):**
Prompt:
 - Reformed Liturgies: Define Reformed Liturgy. Explore the similarities and differences among historic and present Reformed liturgies and contrast them with non-Reformed liturgies. Articulate your personal convictions on liturgical worship in the church and outline its practical benefits. Support your paper with biblical and confessional arguments.
- **Periodic Paper Reports (2–5 pages each):**
 - *Q1:*
 - **Confessional Ministry Report 2:** Reflect on the application of confessional membership in your context. Identify challenges in maintaining a confessionally faithful membership and explain how you would navigate those challenges.
 - **Feedback Session with Senior Pastor:** Review ecclesiology and discipleship reflections, ensuring alignment with confessional principles.
 - *Q2:*

- **Confessional Ministry Report 3:** Reflect on the practical outworking of confessional church polity. What difficulties can you encounter in implementing a confessionally faithful polity, and how do you plan to address them?
- **Expository Preaching:** Attend one Simeon Trust workshop on expository preaching.
- **Feedback Session with Senior Pastor:** Discuss insights from workshops and practical engagement in church ministries.
- Q3:
 - **Confessional Ministry Report 3:** Study Evangelical hermeneutics and explain how to discern between orthodox and heterodox hermeneutics, particularly in relation to liberal theologies, higher criticism, and modern heresies.
- Q4:
 - **Confessional Worship Report 2:** Plan how you would structure worship in a future church plant. Explain each element of the worship service, providing biblical and theological rationales for their inclusion and organization.
 - **Feedback Session with Senior Pastor:** Reflect on challenges in worship integration and strategies for applying discipleship principles in ministry.
- **Monthly Activity and Reflection Reports (2–5 pages each, ongoing):**
Prompt: Same as Year 1.

Other Tasks

- Continue participating in bi-weekly elders' meetings and networking.
- Shadow Senior Pastor in pastoral duties and all ministry engagements.
- Engage in weekly, monthly, and quarterly one-on-one mentoring meetings with the Senior Pastor.
- Special Project in Year 2: Interview elders and members of CCRBC and other like-minded churches and reflect on points of similarity and contrast in various reflection reports.
- Continue serving in various ministries (e.g., street evangelism) at CCC and other like-minded churches.
- Begin to lead teaching in various initiatives.
- French Language Acquisition: Continue to immerse yourself in the French language as per the French language program in the appendix.
- MDiv Coursework

Year 3: Mastery of Confessional Theology and Practice

Objective: Integrate prior learning into practical discipleship and leadership development.

Readings (Approximately 1000 pages)

- *Truths We Confess* (Sproul)
- *Convictional, Confessional, Cheerful Baptists* (Akin)
- *A Reformed Baptist Strategy for Planting Confessional Churches in Difficult Places* (Adil)
- *In the Splendor of Holiness: Rediscovering the Beauty of Reformed Worship for the 21st Century* (Payne)
- CCRBC's Theological Statements and Declarations: *the Baptist Faith & Message, Nashville, Danvers, and Dallas Statements, and the Cambridge, Frankfurt, Niagara, and Antioch Declarations*
- Supplement with relevant articles from A New Exposition of the London Baptist Confession of Faith of 1689, Ligonier, TGC, and 9Marks Ministry

Assignments

- **Position Paper on Confessional Discipleship (10–15 pages, due mid of Year 3):**
Prompt:
 - Engage in theological reflection on ecclesiological issues related to confessional discipleship. Explore how discipleship can be integrated into church life and ministry, with all arguments firmly rooted in biblical and confessional principles.
- **Integrated Position Paper (5–10 pages, due mid of year 3):**
Prompt:
 - A comprehensive synthesis of all four DNA categories (Confessional Piety, Confessional Ministry, Confessional Worship, Confessional Discipleship). Assess your beliefs concerning confessionalism to determine whether you align with or diverge from the 1689 LBCF (and other theological positions held by CCRBC) and explain why. This paper should reflect on how each category has shaped your philosophy of pastoral ministry and its application in future ministry contexts.
- **Final Projects (25 pages max, due end of year 3):**
 - **A Church Planting or Missions Prospectus (1-5 pages)** is necessary for interns pursuing these paths, but it is not required for pastoral roles ministry. Here are some example church planting prospectuses: <https://thepillarnetwork.com/pillar-articles/constitutions-and-bylaws-sme8y-sfxm>
 - **The Theology & Ministry Packet (2–3 pages per major point, 12–18 pages)**
 - **Philosophy of Ministry**

- Personal Information, Family, and Testimony
 - Personal Mission and Calling to Ministry
 - Understanding and Approach to Christian Ministry
 - **Theology Proper**
 - The Nature and Attributes of the Trinity
 - Creedal Christology and Christians
 - Pneumatology and Cessationism
 - **Scripture**
 - Revelation and Evangelical Hermeneutics
 - Biblicism, Romanism, and Liberalism
 - Traditionalism and Confessionalism
 - **Soteriology**
 - Covenant Theology and the Gospel
 - Ordo Salutis and the Doctrines of Grace
 - Calvinism and Arminianism in the Local Church
 - **Ecclesiology**
 - Worship and the Regulative Principle
 - Confessionalism and Leadership
 - Complementarianism and Feminism
 - Developing A Plurality of Elders
 - The Role of Confessional Documents
 - Congregationalism, Membership, Accountability, and Catholicity
 - The Means of Grace: The Church, The Word and The Sacrament
 - Covenant Theology and Baptism
 - The Nature and Administration of the Lord's Supper
 - The Local Church and the State
 - The Local Church and Missions
 - **The Christian Life**
 - The Moral Law and Christian Piety
 - The Christian Sabbath
 - Marriage, Mission, and the Sacrificial Life
- **Periodic Paper Reports (2–5 pages each):**
 - *Q1:*
 - ***Confessional Ministry Report 4:*** Reflect on the church's catholicity and its connection to the local, universal, and historical body of Christ. Identify obstacles to maintaining local catholicity and discuss how you will approach cooperation with local and international churches.
 - **Feedback Session with Senior Pastor:** Discuss theological reflection on worship, polity, and catholicity, ensuring alignment with confessional standards.
 - *Q2:*
 - ***Confessional Discipleship Report 1:*** Reflect on how each theological statement and declaration informs specific ministry practices. How might it serve as a source of clarity and inspiration for ministry? What potential

issues could arise from possessing so many theological statements and declarations?

- **Expository Preaching:** Attend a second Simeon Trust workshop on expository preaching.
- **Feedback Session with Senior Pastor:** Review leadership reflections and strategies for developing biblical leadership in church contexts.
- Q3:
 - **Confessional Discipleship Report 2:** Plan how you would implement a discipleship strategy in a future church plant. Explain each element of the discipleship strategy for members and leaders, providing biblical, theological, and philosophical rationales.
 - **Feedback Session with Senior Pastor:** Final reflections on your application of confessional theology and personal growth. Also, discuss synthesizing all four DNA categories and how they come together in a ministry philosophy.
- Q4:
 - **The Theology and Ministry Packet (12–18 pages) and A Church Planting or Missions Prospectus (1–5 pages)**
 - **Final Feedback Session with Senior Pastor:** Discuss the culmination of your internship and future ministry directions.
- **Monthly Activity and Reflection Reports (2–5 pages each, ongoing):**
Prompt: Same as Year 1.

Other Tasks

- Continue participating in bi-weekly elders' meetings and networking.
- Shadow Senior Pastor in pastoral duties and all ministry engagements.
- Engage in weekly, monthly, and quarterly one-on-one mentoring meetings with the Senior Pastor.
- Offer a teaching series based on a liturgical element from CCC's liturgy
- Begin to preach in various churches.
- French Language Acquisition: Lead a French bible study group.
- Begin to serve in French ministry contexts.
- MDiv Coursework

Rationale for Three-Year Timeline Breakdown

The 3-year timeline is structured to build a progressive and balanced learning experience, ensuring the intern develops a robust theological foundation while applying it practically in ministry:

- **Year 1: Confessional Piety** establishes the intern's personal theological grounding. The focus on creeds, the Sabbath, and personal worship provides a bedrock for later ecclesiological and liturgical work. The readings and position paper align with this foundational objective, while periodic reports introduce other objectives (Ministry and Worship) to maintain engagement across all areas. The workload is manageable with one major paper and ongoing monthly reflections.
- **Year 2: Confessional Ministry and Confessional Worship** shifts to the communal aspects of church life—ecclesiology and liturgy. Two position papers are assigned, spaced mid-year and end-of-year, to reflect the dual focus, but the workload is balanced by distributing periodic reports evenly across quarters. Readings support both objectives, and practical tasks like the Simeon Trust workshop enhance ministry skills. This year, the special project report will further enhance the theological and practical insights
- **Year 3: Confessional Discipleship** integrates prior learning into practical leadership and discipleship. With most periodic reports completed, the focus shifts to the culminating Theology and Ministry Packet and a Church Planting or Missions Prospectus, along with ongoing monthly reflections, allowing the intern to synthesize their experience. The remaining readings reinforce discipleship and church health, while additional tasks (e.g., workshops, studies) prepare the intern for future ministry.

The distribution of four position papers (one in Year 1, two in Year 2, one in Year 3) and nine periodic reports (three per year) ensures a steady workload. The 3000-page reading list is split evenly (~1000 pages/year), with books assigned to align with each year's focus. Monthly reports and practical tasks run throughout, fostering continuous reflection and hands-on experience. This systematic approach ensures all objectives are addressed thoroughly and equitably over the three years. Please consult **Appendix A** for further insights on a typical weekly schedule.

Ordination and Transition

Fourth-Year Nomination and Ordination:

In the fourth year, the intern will finalize any outstanding internship and academic obligations. If deemed to be in good standing, he may be nominated as elder-in-training at Christ Covenant Reformed Baptist Church. Upon successful completion of the year, the intern will be ordained for gospel ministry, with opportunities to serve locally, nationally, or internationally. If he plans to plant a church, this year will be regarded as his church-planting apprenticeship.

Fifth-Year Transition to Francophone Ministry:

Those focusing on francophone ministry will be assigned to a partner francophone church for their church planting apprenticeship or other pastoral roles. They will spend a fifth year in a Francophone ministry before taking on a ministry position, subject to the partner church's discretion.

Reading & Writing Requirements

Overall Reading Requirements

The total primary reading is approximately 3000 pages. Other books and articles will be added as needed.

The Need for Creeds Today: Confessional Faith in a Faithless Age (Fesko)

This book explores the vital role of creeds in contemporary Christianity and offers a defense of confessionalism in an age of doctrinal confusion.

2. The Westminster Larger Catechism Commentary (Vos)

A detailed commentary that helps to understand the Westminster Larger Catechism's theological and practical significance.

3. A Reformed Baptist Strategy for Planting Confessional Churches in Difficult Places (Adil) – [Click Here](#)

Focuses on planting confessionally faithful Baptist churches, especially in challenging contexts, by adhering to Reformed theology and ecclesiology.

4. Christ-Centered Worship: Letting the Gospel Shape Our Practice (Chapell)

This book discusses how the gospel should inform worship practices, creating a Christ-centered liturgical approach.

5. The Christian Sabbath (Johnson)

A theological and pastoral exploration of the Christian Sabbath and its importance in the life of the believer.

6. How to Build a Healthy Church: A Practical Guide for Deliberate Leadership (Dever)

An essential resource that offers practical advice for church leaders focused on establishing and maintaining healthy church environments.

7. Worship: Reformed according to Scripture (Oliphant)

A foundational work on worship, emphasizing the principles of Reformed worship as derived from Scripture.

8. Convictional, Confessional, Cheerful Baptists (Akin)

A book that examines the historical and theological underpinnings of Baptist thought and practice.

9. Baptist Foundations: Church Government for an Anti-Institutional Age (Various Authors)

A comprehensive guide to Baptist ecclesiology, providing a biblical foundation for church government in the modern era.

10. Be Thou My Vision: A Liturgy for Daily Worship (Gibson)

A devotional book that helps individuals engage with structured daily worship, centering on biblical and confessional values.

11. Truths We Confess (Sproul)

This work systematically unpacks the theological truths confessed in the Reformed tradition, offering a comprehensive understanding of Reformed doctrine.

12. In the Splendor of Holiness: Rediscovering the Beauty of Reformed Worship for the 21st Century (Payne)

This book reflects on the principles of Reformed worship and their importance in

contemporary church practice.

13. Christianity and Liberalism (Machen)

A classic writing that explores the dangers of liberal theologies and contrasts them with biblical Christianity.

14. The Ten Commandments of Progressive Christianity (Kruger)

A brief exposition on the danger of liberal theology today.

15. *The Path to Being a Pastor: A Guide for the Aspiring* (Jamieson).

A book that encourages reflection on personal holiness and calling to pastoral ministry.

Overall Writing Requirement

The total writing requirement for the three-year internship program, based on the specified assignments, ranges from **153 to 333 pages**. This range accounts for:

- **Year 1:** One position paper (10–15 pages), five periodic reports (10–25 pages), and twelve monthly reports (24–60 pages), totaling 44–100 pages.
- **Year 2:** Two position papers (20–30 pages), four periodic reports (8–20 pages), and twelve monthly reports (24–60 pages), totaling 52–110 pages.
- **Year 3:** Two position papers (15–25 pages), final projects (12–23 pages, with the prospectus optional), three periodic reports (6–15 pages), twelve monthly reports (24–60 pages), and Theology and Ministry Packet and a Church Planting or Missions Prospectus (20–25 pages), totaling 77–148 pages.

This estimate assumes all monthly reports are completed each month (12 per year) and includes the theology and ministry packet and optional prospectus in the maximum for Year 3, reflecting variability depending on the intern's chosen path. Feedback sessions and other tasks (e.g., MDiv coursework, French language acquisition) are not counted as written outputs. The total writing requirement of **173 to 358 pages** reflects the minimum and maximum output required over the three years.

Academic Writing & Formatting (SEBTS Writing Standard)

Academic writing for this internship program follows the Southeastern Baptist Theological Seminary (SEBTS) guidelines. Interns are expected to adhere to the following standards for all written assignments:

- **Formatting:**
 - Use **Times New Roman** font, size **12**.
 - Maintain **1-inch margins** on all sides of the page.
 - Assignments should be **double-spaced**, except for footnotes, which are single-spaced.

- Include a **title page** with the assignment's title, your name, category title, and date.
 - **Citation Style:**
 - The preferred citation format is **Chicago Style (Notes and Bibliography)**. This includes footnotes for in-text citations and a bibliography at the end of each paper.
 - Ensure proper use of footnotes and references for all sources, including books, journal articles, and web-based materials.
 - When referencing scripture, use **parenthetical references** (e.g., John 3:16) rather than footnotes for Bible verses.
 - **Grammar and Style:**
 - Write clearly and concisely, avoiding unnecessary jargon.
 - Follow **standard English grammar rules**, including punctuation and sentence structure.
 - Use **active voice** where possible and avoid passive voice, except when necessary for clarity.
 - **Submission Guidelines:**
 - Submit all assignments electronically to the Senior Pastor in a Word document.
-

Appendix A: Typical Weekly Schedule

Typical Weekly Schedule							
Period	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Morning	Family Worship - Rest	French Language Acquisition / Studying	French Language Acquisition / Studying	French Language Acquisition / Studying	Monthly Pastors Fellowship / French Language Acquisition / Studying	French Language Acquisition / Studying / Visitation	OFF
Afternoon	Church Service	Studying	Studying	Studying/ Weekly one-on-one Mentoring / Monthly Feedback Session	Studying	Studying	OFF
Evening	Fellowship - Rest	Family Time	Biweekly Elders Meetings / Biweekly Women Mentorship / Visitation	Church Prayer Meeting	Family Time	Young Adults Fellowship	Family Time / Church Visitation

Appendix B: French Language Acquisition Plan

Duration: 3 Years

Target Audience: Pastoral Interns who intend to serve in a French-speaking context (Quebec)

Year 1: Foundational French Proficiency

Objectives:

- Attain proficiency up to Level 3 of Quebec's *Programme d'étude Francisation*
- Hold basic conversations in French
- Participate in French prayer meetings

Expectations:

- Attend semi-private French classes (16h/week, Mon–Thurs, 8:00–12:00) using *Par Ici A1 & A2*
- Purchase a French Bible
- Attend French prayer meetings (Wednesdays, 19:00–21:00)
- Practice simple conversations with French-speaking church members

Quarterly Progression:

- **Q1 – Level 1 (Par Ici A1 – Blue)**
 - Share personal information (orally and in writing)
 - Ask/answer personal questions
 - Learn basic vocabulary (family, classroom, greetings)
 - Biblical vocabulary and simple prayer expressions
- **Q2 – Level 2 (Par Ici A1 – Blue)**
 - Understand time, schedule, and rules
 - Navigate basic directions and services (grocery, bank)
 - Talk about daily activities
 - Read Psalm 23 and key Bible verses in French
- **Q3 – Begin Level 3 (Par Ici A2 – Green)**
 - Speak about health issues, absences, and workplace tasks
 - Request accommodations and understand related vocabulary
 - Continued participation in French prayer meetings
- **Q4 – Complete Level 3 (Par Ici A2 – Green)**
 - Handle everyday interactions (transportation, shops, restaurants)

- Engage in informal French conversations
 - Regular prayer meeting participation
-

Year 2: Intermediate Fluency & Ministry Engagement

Objectives:

- Reach Level 5 in *Programme d'étude Francisation*
- Participate in French Bible studies
- Write and read simple texts in French

Expectations:

- Continue French classes (16h/week) using *Par Ici A2 & B1*
- Read the Bible exclusively in French
- Attend French Bible studies
- Engage in daily conversations with native speakers
- Listen to French podcasts

Quarterly Progression:

- **Q1 – Begin Level 4 (Par Ici A2 – Green)**
 - Interact with doctors, justify absences, follow instructions
 - Discuss weather, activities, and experiences
 - Write postcards, read brochures and instructions
 - **Q2 – Complete Level 4 / Begin Level 5 (Par Ici B1 – Orange)**
 - Handle housing and banking tasks, understand public messages
 - Describe serious issues and read practical documents
 - **Q3 – Continue Level 5**
 - Make/cancel appointments, call emergency services, school engagement
 - Read French media and documents, begin reading comics/movies
 - **Q4 – Complete Level 5**
 - Learn about regional culture, navigate social settings
 - Organize events, manage complex forms, and give/receive news
-

Year 3: Advanced Proficiency & Leadership in Ministry

Objectives:

- Achieve Level 7 in *Programme d'étude Francisation*
- Lead French Bible studies and engage in evangelism
- Communicate fluently in spoken and written French

Expectations:

- Continue classes (16h/week) using *Par Ici B2*
- Participate in evangelism and French ministry activities
- Read French books and listen to French media regularly

Quarterly Progression:

- **Q1 – Begin Level 6 (Par Ici B2 – Pink)**
 - Participate in meetings, interviews, and school-related tasks
 - Read reports, job applications, and emails
 - Engage in administrative procedures
- **Q2 – Complete Level 6**
 - Understand documentaries, news articles, biographies
 - Write descriptive emails, describe events, and give news
- **Q3 – Begin Level 7**
 - Prepare for professional and academic interviews
 - Present topics, write resumes and formal letters
 - Understand editorials and current affairs
- **Q4 – Complete Level 7**
 - Contribute to blogs, understand implicit messages
 - Negotiate housing issues, handle complaints
 - Learn about financial products and everyday problem-solving

Additional Notes

Hiring a Private French Tutor

Interns may opt to hire an online tutor. Ensure that the tutor follows the *Programme de Francisation* of Quebec, even if they use different materials.



Suggested Platforms:

- [Montreal French Tutor](#)
- [Superprof](#)
- [Preply](#)

Registering with *Francisation Québec*

Interns with a valid work permit may register for government-funded French classes, which can accelerate learning (approx. 2 years instead of 3).

Centers in Montreal:

- Yves Thériault
- Lartigue
- Pauline Julien

Registration website:

<https://apprendrelefrancais.immigration-quebec.gouv.qc.ca/aiguillage>

Important: Expect a 75-day processing delay. For September start, register by early June.

Appendix C: Meet Your Mentor (VITA)

Rev. Dr. Andrew Mark Adil

EDUCATIONAL:

- B.A. Political Science, Concordia University, Montreal, Quebec, 2012
- M.A. Christian Ministry, Liberty University, Lynchburg, Virginia, 2018
- Ph.D. Bible Exposition, Liberty University, Lynchburg, Virginia, 2023
- D.Min. Ecclesiology & Church Planting, Southeastern Baptist Theological Seminary, Wake Forest, North Carolina, 2024

MINISTERIAL:

The Christian & Missionary Alliance in Canada:

- Pastoral-Intern, Laval Christian Fellowship, Laval, Quebec, 2017
- Associate Pastor, Laval Christian Fellowship, Laval, Quebec, 2018–2022

The Canadian National Baptist Convention:

- Church Planting Pastor, Grace Church in Verdun, Montreal, Quebec, 2022–2023
- Lead Church Planter/Senior Pastor, Christ Covenant Reformed Baptist Church, Montreal, Quebec, 2023–present

DENOMINATIONAL:

- Statement of Faith Preamble Revision Committee Member, Canadian National Baptist Convention (CNBC), Calgary, Alberta, 2024–2025
- Pastoral Theology Training Instructor, Canadian National Baptist Convention (CNBC), Calgary, Alberta, 2024–2025
- Member of the Board of Trustees of the Canadian Baptist Theological Seminary & College (CBTS&C), Cochrane, Alberta, 2024–present

