



Summary

Our network of Churches in Warsaw is experiencing dynamic growth and church planting, which has created a pressing need to develop new church leaders. Understanding, both the immediate need and the long-term strategic value of leadership development, the pastors of our four Warsaw congregations made a commitment to work together to create a shared “leadership pipeline” or “farm system” that will help identify potential church leaders, accelerate their development and help place them in appropriate church ministry.

The first major step towards accomplishing this vision will be to design a jointly-led minimum of 10-month internship experience that will be:

- an attractive option for capable, emerging leaders considering church ministry or church planting
- an intense, immersive, on-the-job training program delivered in the context of everyday ministry
- an intentional and focused attempt at accelerating the development of interns’ character, knowledge and skills
- a launching pad into potential full-time church ministry or church planting upon completion of internship

Our strategy is to:

- Create a program that will be contextualized to Warsaw, locally led and resourced.
- Maximize local opportunities for synergy by pulling together resources and leadership of the four Warsaw churches and taking advantage of many existing dynamics already present in our context (see section on Background & Rationale).
- Start small, think big, Go deep. Start on a manageable scale to have opportunity to refine the program, but with the aim of establishing a vehicle and model capable of helping many emerging leaders in the years to come.
- Strategically overlap the internship experience with new church plants to take advantage of learning and leadership opportunities.
- Leverage networking opportunities and establish partnerships to enrich the program. Network within Poland, in Europe and with partners globally to design and deliver a

	<p>cutting-edge internship experience capable of attracting and developing high-capacity church leadership for future Polish churches.</p> <p>Our vision calls for a program that is led and resourced locally within our Warsaw network of churches, but this is our first attempt at creating such a program, so we are seeking to partner with others in the following areas:</p> <ul style="list-style-type: none"> ▪ Program Content & Design ▪ Guest Trainers & Resources ▪ Scholarships for Interns ▪ Field Trips & Learning Experiences
<p>Background & Rationale</p>	<p>Poland continues to change dramatically since the fall of Communism, which is presenting both new opportunities and new challenges for Kingdom growth. One of our greatest challenges at the moment is a shortage of quality emerging young leaders looking to enter full-time church ministry or church planting.</p> <p>Some of the factors contributing to this situation are socio-economic, some have to do with past models of leadership and ministry, but the one overarching reason is that our churches have not been intentional enough in the way we develop, equip and place young leaders in church ministry. Seminary and distance-learning education options are available, although not widely utilized, but we do not have an effective leadership 'pipeline' or 'farm system' for new church leaders to test their calling and be intentionally developed. We want to address this problem in the short-term as well as work towards a comprehensive solution that will bring about long-term results.</p> <p>As a first step towards creation of such a leadership 'pipeline', we envision pulling together our resources to create a 10-month internship experience for potential new church leaders that would combine placement of each intern in a particular ministry of a local church with a learning experience in the cohort made up of interns from all four churches. We feel that our Warsaw church network is well positioned to pave the way in this area, gain experience and insight, and eventually provide a model for others to build on.</p> <p>In addition, we sense that the timing for such a project is right and that it would allow us to take advantage of many positive dynamics already present in our context:</p> <ul style="list-style-type: none"> ▪ The city of Warsaw naturally attracts leaders and influencers from the rest of Poland. As the capital and largest Polish urban center (2 mln people) it attracts the best and the brightest and is the logical place to develop leaders. Warsaw's status within the European Union creates many natural opportunities for training of leaders capable of understanding and negotiating the complex and increasingly post-Christendom European context. ▪ We have a strong local basis for collaboration. Our Warsaw church network resembles what in U.S. would be a multi-site mega church. Our four congregations are geographically spaced to cover different areas of the city and together serve approximately 1300 people on a weekend. They are linked by common origin (Pulawska Street Fellowship), long-standing relationships and similar ministry philosophy. Our leaders regularly collaborate on larger projects and city-wide events. ▪ Our ministries are well-established and are proving effective in bringing people to

	<p>Christ. We want interns to experience and learn from a growing, healthy and innovative church environment. We feel that within Poland our churches are known for that. Church leaders from many denominations look to us for inspiration, leadership expertise and innovation.</p> <ul style="list-style-type: none"> ▪ We have a relatively large pool of effective leaders to interact with interns. Leaders are attracted to and shaped by other leaders. We feel that we have the kind of leaders others might want to learn from and imitate and that personal access to these leaders will be a key part of the leadership development process for interns. ▪ Growing congregations and ongoing church planting plans will provide a perfect context for training and placement of new leaders in ministry. Pulawska Street Fellowship has planted 11 congregations in the wider Warsaw region and as a network we continue to make plans for more. This internship program is our attempt to help develop more leaders to facilitate future growth plans.
<p>Program Design (Year 1)</p>	<p>Leadership</p> <ul style="list-style-type: none"> ▪ Direction and general oversight provided jointly by four senior pastors ▪ Day-to-day coordination provided by a program coordinator ▪ Supervision in a local church ministry provided by appropriate ministry leader/church staff ▪ Common training elements delivered by Warsaw pastors, ministry leaders and guest trainers ▪ Mentors assigned from leadership within local church ▪ Coaches assigned based on individual needs <p>Recruitment</p> <ul style="list-style-type: none"> ▪ Program is by-invitation-only. ▪ 6-8 Polish interns (max. 2 per church in Year One) recruited by each participating church. • Interns will be expected to make a full-time commitment for 10-months. The program will be intentionally designed to be a challenging, all-immersive, life-encompassing experience. • Interns will be offered a monthly stipend to cover their basic living expenses for the duration of the program. ▪ The leadership of the program will determine together, which candidates are most fitting for the program based on agreed-upon criteria (under development): <ul style="list-style-type: none"> ○ Heart for church ministry ○ Character & spiritual maturity ○ Evidence of leadership capacity ○ Potential ministry fit/effectiveness after the program ○ Ability to communicate in English (not required but strongly preferred) <p>Structure Shared parts of the program for all participants will include:</p> <ul style="list-style-type: none"> ▪ One day a week in a structured learning environment (lectures, workshops, group learning, discussion) together with all other interns focused on forming and integrating leadership, ecclesiology, ministry philosophy, cultural exegesis insights etc, led by

	<p>Warsaw church leaders and guest speakers (6-8 hrs/wk)</p> <ul style="list-style-type: none"> ▪ Structured study time through video, book, or event-based assignments common to all participants (5-10hrs/wk) ▪ Participation in a Life-on-Life Missional Discipleship Group and LOLMD trainings (2-3hrs/wk) ▪ Participation in city-wide ministry events/ministry projects when available (TBD) ▪ Participation in site-visits, conferences, trips etc. (TBD) ▪ Periodic evaluation and final assessment of internship experience <p>Individualized part of the program for each participants will include:</p> <ul style="list-style-type: none"> ▪ Initial assessment and individualized goal setting; evaluation of progress mid-year, and final evaluation/exit interview ▪ Leadership role in an area of ministry appropriate to his/her leadership readiness at a local church under supervision of local church staff (20 hrs/wk) ▪ Other ministry assignments and learning opportunities related to that person’s gifting (TBD) ▪ Weekly interaction with a mentor/spiritual director focused exclusively on character & spiritual development (2-3 hrs/wk) ▪ Regular coaching sessions focused on development of leadership & ministry skills (1 hr/wk)
<p>Desired Outcomes</p>	<p>Short-term:</p> <ul style="list-style-type: none"> ▪ Accelerated development of each intern in targeted growth areas (measured through initial assessment and goal setting and final assessment at the end of internship period) ▪ New leaders available to expand the ministry of our Warsaw churches (measured through number of interns placed in ministry after the program) ▪ Potential church planting team members for the next Warsaw church plant (currently in planning phase) ▪ Learning phase (Year One) producing new insights into our needs, capabilities and resulting program redesign. <p>Long-term:</p> <ul style="list-style-type: none"> ▪ An effective, sustainable leadership pipeline that will accelerate the growth of our church network and church planting vision. ▪ Insights and experience gained by our leadership and churches with respect to designing and operating an internship program that can be passed on to others. ▪ A strong foundation for other leadership development initiatives to emerge from. ▪ Planting of churches with a Life on Life Missional Discipleship DNA
<p>Timeline</p>	<p><u>Pre-Launch</u> present - Aug 2014 Preparation & Recruitment Phase</p> <p><u>Year One</u> Sept 2014-June 2015 Test/Learning phase with 6-8 interns End of June 2015 Evaluation of program</p>

	<p>July-August 2015 Adjustments to program design & content, sustainability plan in place</p> <p><u>Year Two</u></p> <p>Sept 2015-June 2016 Roll out of full program for second group of interns</p> <p>June 2015 Evaluation...</p>
<p>Funding</p>	<p>Development of leaders for our churches and church plants is our God-given responsibility. We realize that in order to have long-term viability any program we put in place must be led and resourced locally and avoid creating unnecessary dependencies.</p> <p>Consequently, our four churches have committed to fully resourcing this internship program locally in terms of teaching, administration, facilities, ministry opportunities and overall care for interns. Housing for interns coming from outside of Warsaw will be provided through the congregation they will be serving in.</p> <p>Since the program is a full-time commitment and will not leave space for other employment we would like to provide interns with a monthly stipend to cover their basic living expenses. This stipend would be delivered through the local church in which interns will be serving.</p> <p>We estimate that the stipend will need to be around \$750/month in order to cover basic living expenses and we plan to fund each intern’s stipend in the following way:</p> <ul style="list-style-type: none"> ▪ 50% from local church ▪ 50% support raised by the intern & external scholarships <p>We think this approach will ensure program sustainability, proper balance of investment and ownership by the local church and the intern, while scholarships will be used to bridge any remaining funding shortfalls.</p> <p>Our scholarship fund goal for the first year is \$15,000. Scholarships will be administered by ProEcclesia: Center for Church Development and disbursed through local churches where intern is serving. 100% of scholarship funds will be passed on to interns.</p>
<p>Ways to Partner</p>	<p>Individually none of our churches are in position to design and run an effective internship program, but by finding synergies within our network as well as partnering with friends from outside Poland, we feel that such an undertaking would be made feasible. We are seeking to establish partners for this project in the following areas:</p> <ul style="list-style-type: none"> ▪ Program Content & Design - we are looking for examples, content ideas and resources from others with experience in running internship programs ▪ International Guest Trainers – we are looking for guest trainers willing to visit Warsaw to share their leadership and ministry insights with our interns and staff ▪ Learning Experiences with International Churches and Church Leaders – as resources allow, we hope to organize field trips and on-site learning experiences to expose interns to effective churches and ministry models in other part of Poland, Europe and U.S. ▪ Scholarships for Interns - finances will be the biggest limiting factor for many of the interns. They will also limit the number of interns we can invest in at any given time, so we are looking to set up a scholarship fund.

Contact	<p>Nate Berry Nate@proecclesia.pl ProEcclesia: Center for Church Development ul. Pulawska 114, 02-620, Warsaw, Poland</p> <p>On behalf of the leadership of: Pulawska Street Fellowship, www.schpulawska.pl North Christian Fellowship, www.schpolnoc.pl South Christian Fellowship, www.schpoludnie.pl International Christian Fellowship, www.icfwarsaw.org</p>
---------	--