

ARTICLE.I PCCO INTERNSHIP POLICY

A. QUALIFICATIONS AND REQUIREMENTS FOR CONSIDERATION

1. To be considered for the position of PCCO intern, a person must meet ALL of the following criteria:
 - (a) is a baptized believer with assurance of salvation, having professed faith in the Lord Jesus Christ.
 - (b) is growing spiritually and has demonstrated Christian maturity in their lives. (In accordance with 1 Timothy 3:1-7; Titus 1:6-9; Galatians 5:22-23)
 - (c) is active in PCCO ministries or other Christian service.
 - (d) is personally interested in (if not already committed to) and motivated by the Holy Spirit toward full time ministry.
 - (e) is familiar and in agreement with the PCCO Statement of Faith and Statement of Purpose as outlined in the Constitution of the PCCO.
 - (f) have adequate training and educational credentials for his or her field of service, having at least one year in a recognized Bible course or equivalent.
 - (g) has gift and calling that fit the needs of PCCO as determined by the Council.

B. APPLICATION AND SELECTION PROCESS

1. The prospective intern should submit an internship application to the Coordinator of the Core Team, along with the following supporting documents:
 - (a) Personal testimony of salvation,
 - (b) Personal statement of future goals and plans,
 - (c) Proposal of starting date and duration of internship, and
 - (c) Statement of financial need for the near term.
2. Upon recommendation of the Core Team to the Council for final approval, a person meeting the qualification stipulated in Section A, can be accepted as a PCCO intern.
3. The Council determines the maximum number of interns serving concurrently at PCCO.
4. The priority for granting financial support is as follows: (Priority in descending order)
 - (a) Home grown members (a PCCO member who was physically born and/or raised in the church, or who was spiritually born, disciplined, and grew significantly in our church and who received his/her calling while serving actively at PCCO.)
 - (b) PCCO members who have served at PCCO for at least two years, and for whom PCCO is now considered their church home.
 - (c) Individuals who have worshipped, fellowshiped and actively participated at PCCO for a significant period of

time (at least one year), or former PCCO members.
(d) All others.

C. LENGTH OF INTERNSHIP

1. The length of the internship appointment is determined by the Core Team and approved by the Council. The decision is based upon:
 - (a) the needs of the intern (such as the fulfillment of seminary graduation requirement),
 - (b) benefits and contribution to the church ministries, and
 - (c) the church's financial condition.
2. The length of appointment for interns should be no more than one year.
3. The Core Team and Council shall review intern reappointments annually as necessary.

D. FINANCIAL SUPPORT

1. The amount of financial support is provided based on the actual and perceived needs of the intern.
2. The amount is determined by the Core Team and approved by the Council.

E. THE CHURCH'S RESPONSIBILITY TO SUPPORT THE INTERN

1. The intern shall be given appropriate counseling, encouragement, and opportunity to minister in ways designed to strengthen talents and abilities.
2. The church and its leaders shall pray with and for the intern in seeking God's direction in his or her future ministry.
3. The intern shall work under the supervision and mentorship of at least one Pastor or Elder.
4. Either the Missions Committee or one of the cell groups within the church must adopt the intern for the duration of the appointment.
5. The length and amount of financial support is covered in Sections C and D respectively.

F. THE INTERN'S RESPONSIBILITY TO THE CHURCH

1. Interns are expected to serve in PCCO related ministries for a minimum of 20 hours per week.
2. The intern shall work under the supervision and mentorship of at least one Pastor or Elder. This mentorship includes, but is not limited to,
 - (a) the initial preparation and planning before the commencement of the internship,
 - (b) the area(s) of service and involvement in the church during the internship,
 - (c) setting goals and priorities in preparation of future ministries.
 - (d) the overall spiritual well-being of the intern.
3. Interns shall keep PCCO Core Team aware of ministry

progress, changes to the scope of ministry and needs at least monthly.

G. TERMINATION OF
INTERNSHIP
APPOINTMENT

1. An internship may be terminated for the following reasons:
 - (a) death;
 - (b) resignation;
 - (c) disqualification on the following grounds:
 - (i) physical or mental disability;
 - (ii) continuous neglect of duty as stipulated in Section F; or
 - (iii) unbiblical conduct.
2. The process of removal shall be initiated by at least one-half majority vote of the Elders and Pastor(s) after careful investigation and a recommendation of dismissal to the Council shall occur through at least one-half majority vote of the Elder(s) and Pastor(s). The grounds for disqualification shall be presented to the Council. At least one-half majority vote of the Church Council shall be required for the acceptance of this recommendation, and subsequent simple majority of the active members entitled to vote shall be needed for his dismissal.