

Initial Questions for Pastoral Intern Application

We, the Search Committee of Crossway Multinational Church, give thanks for your interest in serving in this internship in our church. We would like to invite you to continue the discernment process by reflecting on questions from our Committee. The purpose of these questions is to help us, along with you, to assess your understanding, readiness, and approach related to this position. You may have the opportunity to expand on these things later in the interview phase. Please know that these responses will be kept strictly confidential in the Search Committee and the Church Board.

We are looking for not more than 2,000 words total, which is roughly 4 pages single spaced.

Please return your completed responses to the committee by emailing them to hr@crosswaymchurch.org as soon as you are able. The deadline is May 1, 2024

Spiritual Qualifications for Ministry

1 Timothy 3:1-13 and Titus 1:5-9 both describe qualifications for people who serve in important leadership and teaching roles in the church.

1. Are you able to affirm that there are no areas of particular concern for you, and that you are growing in these areas? (Note that we are not looking for perfection. We are looking for people who have grown and are growing through Christ who strengthens us).
2. To expand on that, what is an area in your life where God is growing you now, and what is helping that happen?

Solid personal life, and solid home & public life

3. In your personal, home, and public life, what are areas of relative strength and relative weakness for you?

Cross-cultural experiences and competency

4. What are some of your most significant cross-cultural relationships? How has God worked in your life through those relationships?
5. Can you share any experiences or insights you've gained regarding cross-cultural communication and understanding?

Doctrine, Values, and Multi-ethnic Vision

6. Are you able to affirm our [doctrinal statement](#) and our [core values](#)?
7. What is your reaction to the vision of Crossway: to be a church that is for, of, and by the peoples of many nations? (See [this video](#)) Why is it meaningful to you?
8. What does it mean to you to serve in a multi-ethnic congregation?

9. How do you perceive the importance of cultural sensitivity in ministry within a multi-ethnic context?

Giftedness, Roles, Responsibility, Expectations, Aspirations

10. What is your sense of how the Spirit has gifted you for ministry in the Kingdom and in the Church? What areas of church ministry would you hope to explore and grow in during this internship (for example, youth ministry, evangelism, or leading in worship)?
11. How do you see your past ministry experiences connected to this internship opportunity?
12. What is motivating you to pursue this opportunity? What, if any, concerns or questions do you have about serving in this role?
13. What do you hope to learn and gain through this experience for your future ministry?