



HOLY SPIRIT SUPERNATURAL SCHOOL OF MINISTRY

Master of Ministry in Leadership and Integral Practice

Program Overview, Student Assessment, Thesis Guidelines, and Internship Forms

2026–2027 Academic Year

PART I

STUDENT PROGRAM OVERVIEW AND ASSESSMENT

Student Information

Student's Full Name:

Address:

City: _____ State: _____ ZIP Code: _____

Telephone: _____ Email: _____

Affiliate School or Ministry:

Program Start Date: _____ Anticipated Completion Date: _____

Preparatory Courses

Students may be required to complete preparatory coursework in the following areas:

1. Church and the Law
2. Church Governance, Rites, and Sacraments
3. Building a Ministry Structure
4. Principles of Integral Ministry
5. Building a Ministry Team
6. Ministry Research and Thesis Development
7. Corporate Structure and Annual IRS and State Filings

8. Business Planning, Vision, Purpose, and Bylaws
9. Financial Stability and Stewardship
10. Ministry Implementation and Support
11. Ongoing Mentoring and Counseling

Notes

I. Calling and Ministry Context

1. What is your current ministry role, and where do you see yourself serving within the next three to five years?

2. Which area of ministry do you feel most called to pursue?

- ☐ Pastoral Ministry
- ☐ Christian Education
- ☐ Missions
- ☐ Administration
- ☐ Outreach and Evangelism
- ☐ Media
- ☐ Technology
- ☐ Worship
- ☐ Counseling or Chaplaincy
- ☐ Other:

3. Which church, school, organization, business, or personal ministry will serve as your proposed internship site?

II. Leadership Skills and Areas for Growth

4. What are your three greatest strengths as a leader?

5. ---

6. ---

7. ---

8. In which three areas do you feel least prepared or confident?

9. ---

10. ---

11. ---

12. What significant problem or challenge within your church, school, organization, or community would you like to address?

III. Graduation Project Focus

7. If you could develop one system, program, ministry model, or resource during this academic year, what would it be?

8. Which area would you prefer as the primary focus of your graduation project?

- ☐ Pastoral Care and People Development
- ☐ Leadership and Administration
- ☐ Technology
- ☐ Media and Communications
- ☐ Outreach and Evangelism
- ☐ Christian Education

- ☐ Worship and Creative Arts
 - ☐ Counseling and Chaplaincy
 - ☐ Other:
-

9. What measurable result would demonstrate that your project has been successful?

IV. Ministry Vision, Learning Style, and Schedule

10. Describe your vision for your personal or organizational ministry.

11. Do you currently have a written ministry or business plan?

- ☐ Yes
- ☐ No
- ☐ In Development

12. How do you envision your ministry operating in the future?

13. What is the primary purpose of your ministry?

14. What should the ministry look like when it is fully developed and operational?

15. How do you learn most effectively?

- ☐ Reading and independent study
- ☐ Hands-on projects
- ☐ Mentoring and coaching
- ☐ Classroom instruction
- ☐ Group discussion
- ☐ Online instruction
- ☐ A combination of methods

16. How many hours per week can you realistically dedicate to coursework and internship responsibilities?

17. By what date do you expect to complete the program?

V. Support and Resources

18. If you are married, will your spouse participate in or support your ministry assignment?

- ☐ Yes
- ☐ No
- ☐ Undecided
- ☐ Not Applicable

Please explain:

19. Who will supervise and mentor you at your church, ministry, organization, or affiliate school?

Name:

Title:

—

Contact Information:

20. What resources are currently available to support your project?

- ☐ Budget
 - ☐ Staff
 - ☐ Technology
 - ☐ Volunteers
 - ☐ Facilities
 - ☐ Media Equipment
 - ☐ Community Partnerships
 - ☐ Other:
-

21. What circumstance could prevent you from completing the program, and how can the school help you plan around it?

VI. Customized Program Design

Each student's program will be developed in three integrated areas based on the student's assessment, calling, experience, and ministry goals.

1. Course Study

Courses will be selected to strengthen the student's knowledge, leadership ability, practical skills, and identified areas for growth.

2. Supervised Internship

The internship will provide practical ministry experience within the student's primary area of calling. Students will identify challenges, apply course content, develop solutions, and document measurable results.

3. Graduation Project and Portfolio Defense

The graduation project will address a genuine ministry need through research, implementation, evaluation, and documented results.

No two students will complete exactly the same Master of Ministry program. Each

student will share the program's core curriculum and standards while completing a customized internship, thesis, and ministry development plan.

PART II

MASTER OF MINISTRY PROGRAM DESCRIPTION

I. What Is a Master of Ministry Program?

A master's program is a graduate-level course of study normally completed after earning a bachelor's degree. It provides advanced education, specialized training, professional development, and practical application within a particular field.

The Master of Ministry in Leadership and Integral Practice is a professional graduate degree designed to equip ministry leaders for effective service, leadership, administration, education, outreach, media, technology, pastoral care, and organizational development.

The program emphasizes practical ministry application while maintaining a strong biblical, theological, ethical, and academic foundation.

II. Program Philosophy

The Master of Ministry in Leadership and Integral Practice is not a one-size-fits-all degree program.

Every student completes the same foundational curriculum while pursuing an individualized ministry track based on personal calling, experience, professional goals, and the needs of the student's church, school, organization, or community.

The program integrates:

- Biblical and theological education
- Practical ministry leadership
- Supervised field experience
- Monthly mentoring
- Ministry research
- Strategic planning
- Organizational development
- A professional thesis and portfolio defense

Each student is assigned a qualified teacher-counselor or ministry mentor. Monthly

meetings help keep the student's program focused on character, competency, calling, accountability, and professional growth.

III. Program Format

Program Length: 18–24 months

Credit Hours: Approximately 36–42 graduate credits

Internship Requirement: 200–300 documented hours

Thesis Requirement: Minimum of 10,000 words

Delivery Format: Online, hybrid, and supervised local ministry experience

Mentoring: One individual meeting each month

Final Requirement: Thesis and portfolio defense before a faculty panel

IV. Key Program Components

Duration

The program is normally completed within 18 to 24 months. Students may be allowed additional time when approved by the administration.

Academic Focus

Students complete advanced coursework in:

- Biblical leadership
- Theology
- Church and nonprofit law
- Governance
- Administration
- Organizational development
- Financial stewardship
- Strategic planning
- Ministry implementation
- Mentoring and pastoral support

Practical Application

Students complete a supervised internship through Maranatha Church, an approved affiliate school, church, ministry, media organization, educational institution, nonprofit organization, or other approved site.

Academic Capstone

Each student completes a comprehensive ministry research project that addresses a strategic need within a real ministry context.

Possible topics include:

- Using artificial intelligence in pastoral care
- Establishing the legal structure for a Christian radio station
- Developing a discipleship application for affiliate schools
- Creating a grant-writing system for small churches
- Developing mental health partnerships for pastors
- Designing an effective volunteer management system
- Establishing a church outreach and assimilation program
- Developing trauma-informed ministry practices
- Creating a digital discipleship strategy

Portfolio Defense

The student formally presents internship outcomes, thesis findings, ministry resources, and evidence of practical results before a faculty evaluation panel.

The portfolio defense serves as the culminating academic and professional requirement for degree completion.

V. Program Objective

The objective of the Master of Ministry in Leadership and Integral Practice is to develop competent, ethical, biblically grounded, and practically prepared leaders who can respond effectively to contemporary challenges in ministry, media, technology, Christian education, and community service.

The program is offered in partnership with:

Maranatha Church
555 Imboden Drive
Decatur, Illinois 62521

and approved affiliate schools and ministry partners throughout the United States and other nations.

Contact: 217-855-8006

VI. Five Primary Program Objectives

1. Train Effective Leaders

Purpose: Equip pastors, ministry staff, educators, administrators, and organizational leaders with biblical and practical leadership skills.

Desired Result: Churches, schools, ministries, and organizations are led with wisdom, integrity, competence, and accountability.

2. Apply Learning in Ministry

Purpose: Require students to complete a supervised internship at Maranatha Church or another approved affiliate site.

Desired Result: Students apply classroom knowledge in real ministry, educational, media, technical, or community environments.

3. Solve Real Problems

Purpose: Require each student to research and complete a capstone project addressing an actual ministry or organizational need.

Desired Result: The host church, school, ministry, or organization receives a practical resource, system, strategy, or plan that can be implemented.

4. Strengthen Ministry Operations

Purpose: Develop competence in administration, discipleship, outreach, finance, technology, governance, and organizational systems.

Desired Result: Participating churches and affiliate schools become stronger, healthier, and more effective.

5. Demonstrate Leadership Readiness

Purpose: Require students to present internship results and capstone findings in a formal portfolio defense.

Desired Result: Students demonstrate their readiness to serve at an advanced level of ministry leadership.

VII. Mission Statement

The mission of Holy Spirit Supernatural School of Ministry is to train, equip, mentor, and send biblically grounded ministry leaders who can solve real problems, strengthen churches and Christian schools, serve their communities, and advance the work of the Kingdom of God.

PART III

PROGRAM STRUCTURE AND CURRICULUM

I. Core Curriculum

All students participate in the core curriculum.

A. Biblical, Legal, and Organizational Foundations

1. Church and the Law

501(c)(3) requirements, religious freedom, liability, legal compliance, and risk management.

2. Church Governance, Rites, and Sacraments

Church polity, boards, elders, deacons, ordinances, sacraments, denominational structures, and accountability.

3. Building a Ministry Model

Ministry identity, values, culture, organizational structure, sustainability, and scalability.

4. Principles of Integral Ministry

Integrating faith, leadership, professional service, community impact, and spiritual formation.

5. Vision, Purpose, and Intent

Calling, vision development, mission statements, strategic planning, and ministry objectives.

6. Legal Filings and Organizational Responsibility

Incorporation, bylaws, contracts, insurance, human resources, safety policies, and annual filings.

B. Practical Leadership

7. Business Planning for Ministry

Budgeting, fundraising, stewardship, grants, financial sustainability, and donor relations.

8. Implementation and Support

Team development, volunteer systems, program management, operations, and assessment.

9. Mentorship and Support Systems

Developing healthy mentoring relationships, pastoral care networks, counseling support, and leadership accountability.

C. Academic Capstone

10. Career Research and Ministry Thesis

A minimum 10,000-word research and implementation project connecting theology with the student's field of ministry.

11. Ministry Internship Portfolio

Documentation of internship responsibilities, activities, reflections, accomplishments, and measurable results.

12. Portfolio Defense

Formal presentation of the thesis, internship experience, and professional portfolio before a faculty panel.

II. Specialized Internship Tracks

Each student selects one primary internship track. Cross-track projects may be approved when appropriate.

Available Tracks

1. Radio and Audio Ministry

Possible internship settings:

- Christian radio stations
- Podcast networks
- Audio production ministries
- Broadcast outreach programs

Possible electives:

- Audio Production
- Broadcast Ethics
- Radio Programming

- Evangelism Through Media

2. Television, Film, and Streaming

Possible internship settings:

- Television ministries
- Christian film organizations
- Streaming networks
- Video production teams

Possible electives:

- Gospel Storytelling
- Media Law
- Video Production
- Digital Broadcasting

3. Technology and Computer Science

Possible internship settings:

- Church software development
- Ministry application development
- Data management
- Cybersecurity
- Digital discipleship platforms

Possible electives:

- Faith and Technology
- Digital Discipleship
- Data Security
- Technology Project Management

4. Pastoral Ministry

Possible internship settings:

- Local churches
- Church plants
- Associate pastoral roles
- Chaplaincy programs

Possible electives:

- Homiletics
- Pastoral Care
- Church Leadership
- Discipleship Development

5. Worship and Creative Arts

Possible internship settings:

- Worship ministries
- Music departments
- Creative arts programs
- Christian production organizations

Possible electives:

- Theology of Worship
- Creative Leadership
- Worship Administration
- Team Development

6. Crisis Counseling and Chaplaincy

Possible internship settings:

- Hospitals
- Nonprofit organizations
- Trauma centers
- Crisis response ministries
- Chaplaincy programs

Possible electives:

- Biblical Counseling
- Crisis Intervention
- Trauma-Informed Ministry
- Ethics and Confidentiality

7. Teaching and Christian Education

Possible internship settings:

- Bible colleges
- Christian schools
- Churches
- Adult education programs

- Curriculum development organizations

Possible electives:

- Teaching Scripture
- Adult Learning
- Curriculum Development
- Educational Leadership

8. Evangelism and Outreach

Possible internship settings:

- Community outreach ministries
- Missions organizations
- Evangelistic associations
- Local church outreach departments

Possible electives:

- Evangelism Strategy
- Community Engagement
- Missions Leadership
- Outreach Program Development

III. Supporting Leadership Studies

Students may also complete studies in the following areas:

- Spiritual formation and healthy leadership rhythms
- Burnout prevention
- Prayer and Sabbath
- Ethics and cultural engagement
- Ministry within pluralistic and digital cultures
- Financial stewardship for ministry leaders
- Donor relations
- Trauma-informed ministry
- Public speaking and professional writing
- Digital communication
- Assessment and evaluation
- Denominational and ecumenical relationships
- Collaboration with churches and nonprofit organizations

IV. Monthly Teacher-Counselor Model

Each student participates in a 60-minute individual meeting with an assigned teacher-counselor or mentor every month.

Areas of Focus

- Character
- Competency
- Calling
- Spiritual formation
- Internship progress
- Academic development
- Problem-solving
- Leadership growth
- Personal accountability

Monthly Deliverables

Each student will submit:

1. A monthly growth plan
2. An internship reflection log
3. A record of completed hours
4. A summary of challenges and accomplishments
5. Updated goals for the following month

The goal is for every graduate to complete the program with a degree, a working ministry model, practical experience, and an ongoing mentoring relationship.

V. Program Delivery

Core Classes

Core courses may be delivered through:

- Live online instruction
- Recorded lessons
- Independent assignments
- Reading and research
- Group discussions
- In-person intensives when available

Internships

Internships may be completed locally through an approved church, ministry, school, organization, media outlet, business, hospital, or community program.

Students are not normally required to relocate.

Cohort Gatherings

Students may participate in virtual or in-person cohort gatherings for prayer, instruction, collaboration, encouragement, and peer support.

Thesis Advising

Each student will be matched with an advisor whose background is appropriate to the student's selected ministry track and research topic.

VI. Recommended Program Timeline

Months 1–3

- Complete enrollment and orientation
- Select an internship track
- Receive a teacher-counselor assignment
- Obtain internship-site approval
- Begin foundational coursework
- Identify a possible thesis topic

Months 4–12

- Continue core coursework
- Complete internship hours
- Meet monthly with the teacher-counselor
- Maintain an internship journal
- Conduct preliminary research
- Develop the ministry project or program

Months 13–18

- Complete advanced research
- Implement and evaluate the project
- Complete the written thesis
- Assemble the ministry portfolio
- Prepare for the portfolio defense

Months 18–24

When additional time is approved:

- Complete outstanding internship requirements
- Revise the thesis
- Document final results
- Complete the portfolio defense
- Fulfill all graduation requirements

VII. Graduation Requirements

Every graduate must successfully complete the following:

1. Required graduate coursework
2. A minimum 10,000-word ministry thesis
3. A legal and strategic ministry or business plan
4. An approved internship of at least 200 hours
5. A complete internship portfolio
6. Monthly mentoring requirements
7. A final portfolio defense
8. All financial and administrative obligations
9. Faculty approval for graduation

Upon successful completion, graduates should leave the program with:

- A Master of Ministry degree
- A practical ministry model
- A professional business or organizational plan
- Documented field experience
- A completed research thesis
- A ministry portfolio
- An established mentoring relationship

PART IV

MINISTRY THESIS GUIDELINES

I. Purpose of the Ministry Thesis

The ministry thesis must identify and research a genuine ministry need. It must propose,

implement, test, and evaluate a practical solution.

The thesis should not be theoretical only. It must demonstrate practical observation, ministry application, measurable results, and thoughtful evaluation.

II. Foundational Rules

Rule 1: The Thesis Must Be Practical

The thesis must address a real ministry, educational, organizational, media, technical, or community challenge.

Rule 2: The Thesis Must Solve a Problem

The student must:

1. Clearly identify the problem
2. Research the issue
3. Develop a workable plan
4. Implement or test the plan
5. Provide evidence of results
6. Evaluate the effectiveness of the solution

Rule 3: The Thesis Must Follow a Professional Format

The final thesis must be professionally written, organized, edited, and documented.

The standard minimum length is 10,000 words. The final page count will vary based on the subject, research, tables, appendices, and program requirements.

III. Thesis Format

Section 1: Introduction

1. Title Page

The title page should include:

- Project title
- Student's name
- School name
- Degree program

- Submission date
- Faculty advisor's name

2. Abstract

The abstract should summarize:

- The ministry issue
- The purpose of the project
- The research method
- The project's implementation
- The primary findings and results

The abstract should normally contain 150–250 words.

3. Problem Statement

Clearly identify the specific ministry issue being addressed.

Support the problem statement with:

- Statistical data
- Observations
- Interviews
- Surveys
- Historical information
- Ministry records
- Relevant examples

4. Purpose of the Project

Explain the primary purpose and goals of the project.

Example:

«To develop and implement a 90-day assimilation process for new members and evaluate its effect on participation and retention.»

5. Significance of the Study

Explain why the project matters and how it may benefit:

- The internship site
- Other churches or ministries
- Christian education
- Community organizations

- Future researchers
- The student's professional development

Section 2: Biblical and Research Foundations

6. Biblical and Theological Foundation

Identify biblical passages, theological principles, and Christian values that support the project.

Students should explain how these foundations relate to the ministry problem and proposed solution.

7. Literature Review

Review relevant books, articles, research studies, historical documents, professional publications, and credible online sources.

Students should normally use at least 10–20 appropriate sources.

The literature review should explain:

- What other experts have written
- Areas of agreement or disagreement
- Existing approaches to the issue
- Gaps in current research or practice
- How the student's project contributes to the field

Section 3: Methodology and Implementation

8. Project Description

Describe, step by step, what the student developed, created, tested, or implemented.

Examples include:

- A ministry program
- A volunteer system
- A curriculum
- A counseling resource
- A digital application
- A radio or television plan

- A church governance structure
- A financial or fundraising system
- An outreach strategy

9. Implementation Plan

Explain:

- The project vision
- The project purpose
- The implementation schedule
- The people involved
- The internship site
- The student's responsibilities
- Challenges encountered
- Adjustments made
- Lessons learned

10. Project Resources, Needs, and Costs

Identify the resources required to complete the project, including:

- Budget
- Staff
- Volunteers
- Facilities
- Technology
- Equipment
- Training
- Transportation
- Professional services
- Community partnerships

Section 4: Results and Evaluation

11. Verified Results

Present evidence of the project's results.

Evidence may include:

- Before-and-after comparisons
- Attendance records
- Surveys

- Interviews
- Charts and graphs
- Financial reports
- Participation data
- Testimonials
- Photographs
- Completed resources
- Program evaluations

12. Evaluation

Evaluate whether the project achieved its intended purpose.

Discuss:

- What worked well
- What did not work as expected
- Unexpected results
- Limitations
- Lessons learned
- Changes that should be made

13. Recommendations

Explain how other leaders, churches, schools, ministries, or organizations could learn from or adapt the project.

Section 5: Conclusion and Appendices

14. Conclusion

Provide a clear summary of:

- The problem
- The research
- The project
- The results
- The student's leadership development
- The student's primary lessons

15. Appendices

Attach relevant supporting materials, including:

- Survey forms
- Interview questions
- Lesson plans
- Budgets
- Policies
- Bylaws
- Photographs
- Flyers
- Training materials
- Charts
- Project samples
- Internship documents

Section 6: References and Defense

16. References

List all books, articles, websites, interviews, reports, and other sources used in the project.

References should be formatted according to the current edition of APA style unless another approved academic style is assigned.

17. Portfolio Defense and Internship Journal

Students must prepare a professional presentation summarizing the major sections of the thesis and internship experience.

The defense may include:

- A 15- to 30-minute presentation
- Visual aids
- Internship documentation
- Project materials
- Research findings
- Measurable results
- Questions from the faculty panel

The student's daily or weekly internship journal should document:

- Activities
- Observations
- Challenges
- Spiritual development

- Leadership lessons
- Supernatural encouragement
- Project progress
- Personal reflections

IV. Thesis Evaluation Standards

The thesis will be evaluated according to the following standards:

- Clarity of the ministry problem
- Quality of research
- Biblical and theological foundation
- Practical relevance
- Professional writing
- Quality of implementation
- Evidence of measurable results
- Critical evaluation
- Usefulness to others
- Proper documentation and citation
- Quality of the oral defense

The thesis must demonstrate that the student has identified a genuine ministry need, researched the issue, developed and tested a solution, and drawn responsible conclusions from the results.

PART V

GREAT NEWS MEDIA INTERNSHIP APPLICATION

Great News Media and HSSSOM Media Internship Application

Thank you for your interest in pursuing an internship with Great News Media.

We are pleased that you are considering this opportunity to grow, learn, serve, and gain practical experience. Our desire is to provide meaningful hands-on training while helping each intern develop professional skills, spiritual maturity, leadership ability, and a deeper understanding of personal calling and purpose.

Before You Begin

Please complete every section of this application.

You will be asked to:

- Provide two personal references, including email addresses and telephone numbers
- Describe your goals, expectations, interests, and experience
- Answer questions concerning your background, work habits, and faith journey
- Provide emergency contact information
- Disclose information necessary to support your health and safety during the internship

Please review the entire application before beginning.

What Happens Next

After the completed application and references have been reviewed, Great News Media will contact you regarding the next steps in the selection process.

Questions may be directed to:

Telephone: 217-367-7777

Confidentiality

All information submitted through this application will be treated confidentially and used only to evaluate the applicant, determine program suitability, and provide appropriate support during the internship.

I. Applicant Information

First Name:

Last Name:

Email Address:

Telephone Number:

Date of Birth: ____ / ____ / ____

Address:

City: _____ State/Province:

ZIP/Postal Code: _____ Country:

II. Education and Employment

1. What grade level, college year, degree program, or occupation are you currently pursuing?

2. What work do you currently perform to support yourself or earn additional income?

III. Emergency Contact Information

Emergency Contact's First Name:

Emergency Contact's Last Name:

Relationship to Applicant:

Primary Telephone Number:

Alternate Telephone Number:

IV. Health and Support Information

1. How would you describe your overall health during the past 12 months?

- ☐ Exceptional
- ☐ Good
- ☐ Fair
- ☐ Poor

2. Are there any health concerns, accessibility needs, dietary restrictions, allergies, or other circumstances the internship staff should be aware of?

3. What additional information would help us provide appropriate care, support, and supervision?

V. Internship Interest and Goals

1. In a few sentences, explain why you would like to participate in a Great News Media internship.

2. Identify three or four things you hope to learn, achieve, or accomplish as an intern.

- ---

- ---

- ---

- ---

3. Share three things you would like us to know about you.

4. ---

5. ---

6. ---

7. How would you describe your reliability, punctuality, and work habits?

5. Briefly describe your relationship with God and your current faith journey.

6. Describe your present or previous church and ministry involvement.

7. What church do you currently attend?

8. What is your pastor's name?

9. What questions would you like to ask Great News Media?

VI. References

Please provide two references who can speak knowledgeably about your character, dependability, maturity, work habits, and overall readiness for the internship.

References may include a pastor, ministry leader, teacher, mentor, employer, parent, or other responsible adult.

Reference 1

Full Name:

Relationship to Applicant:

Email Address:

Telephone Number:

How long has this person known you?

Reference 2

Full Name:

Relationship to Applicant:

Email Address:

Telephone Number:

How long has this person known you?

VII. Applicant Certification

I certify that the information provided in this application is accurate and complete to the best of my knowledge. I understand that submitting an application does not guarantee acceptance into the internship program.

I authorize Great News Media and Holy Spirit Supernatural School of Ministry to contact the references listed in this application for the purpose of evaluating my suitability for the internship.

Applicant's Signature:

Date: _____

PART VI

GREAT NEWS MEDIA INTERNSHIP REFERENCE FORM

Thank you for completing this confidential reference for an applicant seeking an internship with Great News Media.

Your insight will help us better understand the applicant and determine how we can most effectively serve, encourage, mentor, and develop the individual through this internship experience.

Please answer each question honestly and to the best of your knowledge. All responses will be treated confidentially and used solely for evaluating the applicant.

I. Applicant and Reference Information

Applicant's First Name:

Applicant's Last Name:

Reference's Full Name:

Reference's Email Address:

Reference's Telephone Number:

Relationship to Applicant:

How long have you known the applicant?

II. Applicant Evaluation

Please evaluate the applicant in each area.

1. Ability to Work Independently

- ☐ Exceptional
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Not Sure

2. Ability to Work Well with Others

- ☐ Exceptional
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Not Sure

3. Character

- ☐ Exceptional
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Not Sure

4. Dependability

- ☐ Exceptional
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Not Sure

5. Emotional Stability

- ☐ Exceptional
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Not Sure

6. Flexibility in New Situations

- ☐ Exceptional
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Not Sure

7. Honesty

- ☐ Exceptional
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Not Sure

8. Integrity

- ☐ Exceptional
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Not Sure

9. Maturity

- ☐ Exceptional
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Not Sure

10. Physical Stamina

- ☐ Exceptional

- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Not Sure

11. Commitment to Helping Others

- ☐ Exceptional
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Not Sure

12. Community Awareness and Involvement

- ☐ Exceptional
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Not Sure

III. Written Evaluation

1. Were you surprised to learn that the applicant wished to serve as an intern with Great News Media?

- ☐ Yes
- ☐ No
- ☐ Somewhat

Please explain:

2. Great News Media provides opportunities in radio, marketing, publishing, music, theater, teaching, travel, digital media, and related ministries. In what ways could the applicant contribute to or strengthen the organization?

Please comment on the applicant's:

- Skills
- Interests
- Experience
- Special abilities
- Personal story
- Ministry calling

3. From your perspective, what qualities help this applicant stand out from their peers?

4. Is the applicant actively involved in a church, ministry, school, or community organization?

☐ Yes

☐ No

☐ Not Sure

Please provide details:

5. Does the applicant demonstrate character and conduct consistent with a healthy and responsible lifestyle?

6. Are there any concerns, limitations, or areas for growth that we should be aware of as we work with this applicant?

7. What information would help us serve, support, supervise, and guide this applicant effectively?

8. Would you recommend this applicant for an internship with Great News Media?

- ☐ Strongly Recommend
- ☐ Recommend
- ☐ Recommend with Reservations
- ☐ Do Not Recommend
- ☐ Not Sure

Please explain:

IV. Additional Comments

V. Reference Certification

I certify that the information provided in this reference form is accurate and reflects my honest assessment of the applicant.

Reference's Signature:

Date: _____

PROGRAM MOTTO

Same Foundation. Different Calling. Individualized Destination.

Every student receives a common biblical, theological, legal, and leadership foundation while pursuing a specialized internship, individualized research project, and ministry development plan aligned with their calling.

The goal is not merely to earn a degree, but to graduate with the character, competence, practical experience, professional resources, ministry plan, and mentoring support necessary to lead effectively.