

The vision of Spring Hills is to see generations being built for Christ. Through loving, living and then leading like Jesus, this vision is becoming a reality, both here in our city and around the world. The intern program is designed to train and equip future church leaders to serve in the Kingdom of Jesus. The intern experience gives those called to serve the Body of Christ an opportunity to develop as leaders, experience vocational ministry and further discover their gifts and abilities in the context of a local church community.

Philosophy

The basic structure that guides our philosophy for training and equipping interns is that interns will be given the opportunity to both *engage* and *explore* in ministries of the church.

Engage entails coming alongside existing ministries, providing servant leadership, offering new ideas and perspectives, and serving those who are running various ministries at the church as well as the participants in those ministries.

Explore involves looking at areas in the church or larger community where there is a lack of engagement, where there is no effort being made, or there is a need for a ministry effort to be revitalized. Interns are empowered to be innovative and try new ministry ideas as well explore alternate ways of doing ministry in these areas.

Team Focus

The intern program at Spring Hills desires to cultivate community among the interns. One way interns are equipped and encouraged in community is through the intern team. The intern team meets together weekly, debriefs with one another, shares encouragements and disappointments with one another, and works on special projects together. Interns can also explore new ministries together as they seek to incorporate new ministry models and reach out to different subcultures in the church and the local community.

Key Objectives

- That interns would gain ministry experience in a local church setting that would enhance their field of study or higher education goals
- That interns would grow in character by applying the gospel to every aspect of life and ministry
- That interns would develop leadership skills as they are mentored and encouraged to serve in church ministry
- That interns would have the opportunity to share their unique perspective and express their unique gifts to the Spring Hills' community
- That interns would develop as team players and leaders as they work together in intentional community and partnership

Internship Options

Recognizing that individuals are in different places in life with different capacities to serve, Spring Hills offers several different types of internships. These internships are designed to provide flexibility for interns in choosing the path that best fits their availability and stage of life.

<u>Youth Internship</u>	<u>Summer/Semester Internship</u>	<u>Resident/Year-Long Internship</u>
<ul style="list-style-type: none"> • This internship is for <i>High school students</i> interested in going into youth ministry. • This is a 6 to 12-month internship. • To apply for this internship, contact Mark Elliot or Michael Williams. 	<ul style="list-style-type: none"> • 12-week internship. • Must be over the age of 18. (open to high school or college students) • Specific ministry focus. • The internship can be customized to meet school requirements. • Interns apply through the application process outlined in the <i>Intern Handbook</i>. 	<ul style="list-style-type: none"> • 12-month internship with flexible starting points. • Must be over the age of 18. (open to high school or college students) • The internship can be customized to meet school requirements. • Specific Ministry focus. • General ministry experience as well as secondary ministry areas/projects. • Interns apply through the application process outlined in the <i>Intern Handbook</i>.

Internship Tracks

For those who are applying for the Summer/Semester Internship or the 12 month/Resident internship, there are three main tracks that help to provide a specific ministry focus for the internship.

Creative / Pastoral / Service

Creative- From creating promotional videos to designing graphics for upcoming projects, bring your inspiration and excellence to the creative arts team at Spring Hills. Internships within the Creative track include:

- *Worship-* This internship opening is for those who desire to bring their musical skills and gifts to the church community.
- *Video Production/Graphic Design-* This internship opening provides the opportunity to create promotional videos for church ministries, to work on announcements and logos for events and projects, and the potential to work on website design and development.
- *Marketing/Communications-* This internship opening is for those who desire to effectively communicate and promote ministries and events in a ministry setting. The intern would work with social media and the administration team to help communicate and promote church events and ministries.

Pastoral- Partner with our pastoral staff in learning the day to day operations of ministry in a local church setting as well as serving in a specific ministry area. Internships within the Pastoral track include:

- *Teaching/Church Planting-* This internship opening is for those feeling led into a teaching ministry or into the role of a lead pastor.
- *Young Adults/College Ministry-* This internship opening provides the opportunity to work with young adults through leading campus groups, organizing events, and discipling college students weekly.

- *Small Groups/Discipleship*- This internship opening is for those with a desire to lead people into a growing relationship with Jesus Christ. The intern will work alongside the discipleship and assimilation pastor in the areas of discipleship, small groups, educational classes, and the process of intentionally connecting people with the church.
- *Student Ministry (High School/Middle School)*- This internship opening is for those with the desire and call to go into youth ministry. The intern would work alongside the Student Pastor to disciple and engage with the church's youth.
- *Children's Ministry*- This internship opening provides the opportunity to engage with kids to lay the foundation of life pursuing Jesus. In this internship you will work alongside our staff and volunteers to help provide a safe and caring atmosphere for kids to learn about Jesus and grow in faith.

Service- Go beyond the church walls and help lead others in engaging our city and our world. Internships within the service track include:

- *Missions*- This internship opening is for those with a desire to train, equip, and plan short term mission trips for the church. This position would also help plan an annual mission conference.
- *Community/Outreach*- This internship opening is an opportunity to help the church engage in Licking County through the planning of outreach projects, service events, and partnerships with other churches and nonprofits in our area.
- *Social Justice*- This internship opening would be for anyone interested in helping the church engage both locally and abroad with issues like homelessness, drugs, literacy, sex-trafficking and the refugee crisis.

What to Expect

Internships at Spring Hills are designed to train interns, giving them hands-on ministry experience and allowing them to bring their gifts and ideas to the local church. Interns also bless the church by providing energy, new ideas, and service. It is our goal that every intern be trained and equipped in the following 4 areas:

Spiritual Development- It is important each intern grows in their walk with Christ. To encourage this process each intern will be mentored by a ministry leader. In addition to mentoring, interns can grow through the discussions about ministry and spirituality that take place at the weekly intern meetings. Each intern will also be encouraged to form personal goals for accountability.

Leadership Development- Internships at Spring Hills seek to develop leaders who are equipped to serve in the local church. Each intern will have a Ministry Action Plan (MAP) written alongside their ministry leader. The MAP will outline the internship goals and provide measurable standards for evaluating the internship. Each intern will have personal coaching from a ministry leader, which will provide encouragement, honest feedback, and pastoral care. The church provides interns with a workspace where they will be able to carry out their ministry functions.

Ministry Experience- Each intern will have a specific ministry focus which is most suited to their educational field of study. In addition to this, all internships at Spring Hills will offer a variety of ministry experiences so the intern will see firsthand the behind the scenes workings of a local church. Interns will be invited to participate in staff meetings, worship planning meetings, and other appropriate meetings depending on the internship.

Community- Each intern will have the opportunity to become a part of the team of interns while also interacting regularly with the church's pastors and staff. The intern team will work certain projects together which will encourage collaboration and teamwork.

Application Process

Ideal Candidate

- Over 18 years of age (high school students accepted also)
- High school or college student wanting to study ministry
- Exemplifies and lives a life in Christ
- Supports the mission and vision of Spring Hills Baptist Church

Application Process

- 1) Fill out the online application (application link). You will choose an intern track and specific ministry focus.
- 2) Be prepared to upload your resume.

Once the application materials have been received, you will receive an email stating that your application is being reviewed. After an initial review, if the Intern Director and ministry leader think you will be a good fit for the internship, they will set up an interview with you.

FAQS

Who Can Apply for Internships at Spring Hills?

Anyone over the age of 18 (or high school students) is eligible to apply for an internship at Spring Hills. High school or college students either studying ministry or intending to study ministry.

Is the Internship Paid?

Spring Hills does not pay interns.

Will I Hear from Someone Immediately?

You will receive an email confirming that your application was received. We will only contact further applicants we wish to interview. All interviewed applicants will receive further communication once a decision has been made.

Can I Get College Credit?

Spring Hills is willing to work with your college or university to meet all the necessary requirements for your internship to apply towards school. You will need to make it known in the interview process that your internship will be fulfilling a school requirement.