



Ministry Intern Program

Vision

The Northland Church intern program exists to assist men and women who are called to vocational ministry to develop their ministry competencies in the context of a hands-on ministry setting. In so doing they will seek to enable people to experience a transforming encounter with God, a growing relationship with Jesus, authentic community with others, and fulfilling service opportunities.

Values

- The holistic development of interns will take priority over their utilization. We are more concerned with how interns will grow through their experiences than what they can do for Northland.
- Interns will have the opportunity to discover their gifts and passions.
- Intern development will happen within community, on teams and in proximity to leaders.
- While interns will serve primarily in one ministry area, they will be exposed to a broad range of ministries and experiences.

Internship Description

Interns work within a specific ministry team. Specific tasks, projects and responsibilities vary by intern gifts/passions, ministry area, ministry need and time of year.

Some available ministries to intern in are as follows: Adult Ministry, College-Age Ministry, Student Ministry, Children's Ministry, Worship Ministry, Outreach Ministry, Missions, Church Planting, Discipleship, Social Media Ministry.

The supervisor and intern will decide on a specific job description for the intern based on the intern's skills and passions, as well as ministry need.

Internship Duration and Start Time

Internships will last for one year, with an option to reapply for a second year. Interns will serve from August to July.

Compensation

First year Interns will receive two \$500 scholarships (one each semester) during their year of service at Northland. Second year interns will receive two \$1000 scholarships (one each semester) during their year of service at Northland.

Objectives: Through the intern program a person will

- Increase his or her skill in teaching God's Word
- Gain insight into the administrative work of a local church
- Serve in a specific ministry and create value for that ministry
- Develop his or her ability to form and lead a ministry team
- Gain insight into the care of members

Benefits of the Program

- Interns will be provided with ministry experience and leadership training in a real-world setting.
- Interns will gain insight into the behind the scenes working of a local church
- Participation will give interns greater presence and responsibility in the ministries of Northland.
- Participation will strengthen an intern's resume as they pursue vocational ministry.
- The internship may fulfill some educational requirements.

Eligibility

- Interns must be a committed follower of Jesus Christ.
- Interns must be aligned with the mission, values and doctrinal position of Northland Church.
- Interns should aspire to vocational ministry.
- Interns must have graduated high school at the time of application.

General Expectations

- Attend monthly staff meeting
- Attend the quarterly intern gathering and read assigned books
- Attend the quarterly preaching/teaching workshop (will preach/teach at two of them)
- Weekly 7:30 am Sunday prayer time
- Attendance and service on Sunday morning
- Monthly meeting with assigned ministry leader
- Attendance at quarterly business meetings
- Attend at least one ministry team meeting (mission, budget, staff development team)
- Attendance at Quarterly Shepherding Deacon meetings
- Attendance at Monthly Pastor Shepherd Group meeting with assigned pastor.
- Invest at least 10 hours per week in church services and programs, ministry involvement and meetings.

Personal Development Plans

A supervisor will set aside time at the beginning of the internship to form and discuss goals with the intern. This process is helpful in establishing priorities and focus for the internship. Also, personal development plan goals provide measurable standards by which to evaluate the intern at the end of the internship.

Exit Interview

At the end of an internship, each intern will have an exit interview. This time will be an opportunity to discuss the intern's experience and the Program as a whole. It will also be a time to discuss reapplying for another year of service in the intern program.



2025-2026 Ministerial Intern Program Fall and Spring Dates

- **Ministry Emphasis**
 - Each intern will be assigned a specific ministry area in which to serve and which they are to bring added value to the ministry. The ministry area will be determined based on the intern's skill set, interests, and the needs of Northland Church.
- **Intern Orientation**
 - August 20 6-8 PM
- **Quarterly Gathering with interns and their spouses**
 - September 5, 6:00-9:00 PM – Intern and spouse quarterly gathering
 - Topic: Spiritual Health
 - Book: Donald Whitney “Spiritual Disciplines for the Christian Life”
 - November 14, 6:00-9:00 PM – Intern and spouse Quarterly Gathering
 - Topic: Ministry
 - Book: Colin Marshall and Tony Payne “The Trellis and the Vine”
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 - January 16, 6:00-9:00 PM
 - April 10, 6:00-9:00 PM
- **Preaching/Teaching Experience**
 - September 6, 9-11 am – Preaching/Teaching lab (up to 4 interns)
 - November 15, 9-11 am – Preaching/Teaching lab (up to 4 interns)
 - January 17, 9-11 AM - Preaching/Teaching lab (up to 4 interns)
 - April 11, 9-11 AM - Preaching/Teaching lab (up to 4 interns)
- **Other Required Meetings**
 - Sunday Prayer at 7:30 AM each Sunday
 - Monthly Staff Meeting (9/7, 10/12, 11/9) 12:00-2:30 PM
 - Staff Christmas Party – Dec 14, 6:00-8:30 PM
 - Quarterly Business Meeting, (Aug 24 and Nov. 16) 4:00-5:30 PM
 - Expectation to attend church wide events