



# **Estrella Baptist Association Internship Handbook**

Church Version – Spring 2026 Edition

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## Program Overview

The Estrella Baptist Association (EBA) Internship Program develops future ministry leaders through hands-on training, collaboration, and leadership development. Interns participate in weekly Innovation & Learning Labs, serve on EBA projects, and gain exposure to leaders across the West Valley and greater Phoenix.

- Semester Internship: 13 weeks, 8 hours/week (104 total hours)
- Summer Internship: 10 weeks, 10 hours/week (100 total hours)
- Stipend: \$1,800 (semester) / \$1,500 (summer) (paid at completion)



## Internship Goals & Values

- Equip young leaders with practical ministry and professional skills
- Serve EBA churches and ministries with meaningful projects
- Foster collaboration, creativity, and innovation
- Provide mentorship and coaching from experienced leaders
- Develop portfolios and resumes for future ministry or career steps



## Weekly Innovation & Learning Lab Structure

Each weekly lab (4 hours, 1–5 PM):

- First 2 hours: Personal, Leadership, and Ministry Development (guest faculty, ministry leaders)
- Second 2 hours: Specialization work and project development in pairs

Additional 4 hours weekly are spent on project deliverables in specialization areas.

Presentations occur in Weeks 8–13 (semester) / Weeks 6–10 (summer).



## Time Commitment & Stipend

- Semester: 104 hours (13 weeks × 8 hours/week)
- Summer: 100 hours (10 weeks × 10 hours/week)
- Stipend: \$1,800 (semester) / \$1,500 (summer)
- Paid at program completion (jointly funded by EBA & AZMN)



## Internship Tracks & Role Descriptions

Interns serve in pairs, specializing in one of five areas while gaining exposure to all tracks:

- Digital Strategy Interns (2): Social media & web strategy; church training
- Videography/Photography Interns (2): Media capture, editing, production; livestream support
- Ministry Teams Interns (2): Church revitalization & planting; leadership, ministry, outreach strategies
- Worship Arts Interns (2): Develop Estrella Praise worship band; lead worship in EBA churches
- Fundraising & Resource Development Interns (2): Campaigns, donor development, resource discovery



## Program Schedule (Semester & Summer)

### Semester (13 Weeks):

- Weeks 1–7: Weekly labs (leadership learning + specialization work) and outside assignments
- Weeks 8–13: Labs continue with pair presentations and portfolio development; Week 13 capstone & ceremony

### Summer (10 Weeks):

- Weeks 1–5: Weekly labs (leadership learning + specialization work)
- Weeks 6–10: Labs continue with pair presentations; Week 10 capstone & ceremony



## Application & Selection Process

- Applicants rank preferred specialization tracks
- Selection includes application review, aptitude/skills assessment, attitude/values inventory, and interview
- Interns are placed in pairs by track to ensure balance and teamwork





## Assessments & Evaluation

Interns are evaluated on:

- Skill development (technical & ministry)
- Attitude & leadership (teamwork, initiative, teachability)
- Project deliverables (quality, timeliness, ministry impact)

## Completion

Upon completion, interns will receive:

- A portfolio of deliverables (campaigns, worship sets, fundraising strategies, videos)
- Resume references and recommendation letters (as appropriate)

