

Summer Internships

2026

Overview

The summer internship program runs 10 weeks, beginning the final week of May and concluding the first week of August (specific dates may flex as needed). In 2026 we are hiring three interns in three ministry areas, each supervised by a staff mentor:

- Kids ministry (K-5th grade) | Jessica Schilman
- Student ministry (6th-12th grade) | Caleb Budill
- Worship Arts ministry | Chuck Bosworth

Interns receive a key fob, database access, and other communication and admin tools, and are considered part time employees. Interns must pass a background check, complete child safety training, and go through other aspects of onboarding as a part of our staff.

Goals

The internship program exists to raise up college-age Christian leaders for a life of service in the church either as high capacity lay leaders or church staff. We aim to:

- Give interns a real-world imagination for what church ministry looks like day-to-day through tasks and responsibilities in the operation of the ministry within their department and participation in the normal rhythms of staff life.
- Invest in the development of interns' character as maturing disciples and competencies as servant-leaders through classroom sessions, reading assignments and discussions, skill training, and mentoring.
- Aid in interns' vocational discernment for how God is equipping them to serve through individual coaching, and intentional reflection and evaluation.

Compensation

Interns average 30 hrs/wk at a rate of \$15/hr, with some weeks being more and some less than the average of 30 hours. Interns may work overtime if necessary with the approval of their staff supervisor and program coordinator. Interns will track and submit timesheets every two weeks and be paid by direct deposit.

Interns may take scheduled leave if arranged with their supervisor and program coordinator for family vacations and the like, but are expected to prioritize their ministry responsibilities and be present for the summer. A second source of income may be acquired but should not interfere with the intern attending meetings, development sessions, or any other church responsibilities. We expect interns to maintain a consistent schedule that fits the normal rhythms of staff and office work.

If interns need housing, a host home can accommodate them upon request without cost to the intern. Interns utilizing host homes are expected to abide by the rules of their hosts and display humility and respect toward them and their possessions.

Development

Internships are designed to revolve around the development of the intern and are built for their benefit, rather than the church's. We follow a basic 80/20 principle: roughly 80% of an intern's working hours are allotted for normal tasks, while at least 20% of time in the summer is allotted for intentional development work.

Interns participate in scheduled classroom time—development sessions. Development sessions cover topics like personality and gifting awareness, intellectual virtues, constructive conflict, building a rule of life, or others. It's typical to have 3–5 development sessions in a summer.

Supplemental to development sessions, interns will have reading assignments in books selected by the program coordinator. Staff supervisors/mentors may also provide additional ministry skills training (music, preaching/teaching, etc.) tailored to the intern. Beyond all these measures, interns can expect ad hoc coaching in the course of carrying out responsibilities, as well as relational investment from staff (lunches, coffee, informal shepherding).

Responsibilities

Interns will work with their staff supervisor to determine day-to-day work, but an intern is not merely an errand-runner for menial tasks (though ministry does often include mundane work like making copies and stacking chairs). While we give interns real weight to carry in the ministry, we also do not overwhelm with burdens too heavy to bear; we want a learning culture with a reasonable measure of responsibility and a high degree of safety to ask questions, make mistakes, and discover gifting/vocation. Interns can expect to:

- Participate in leading bible studies, lesson planning, and minimal teaching
- Develop relationships with volunteers and congregants
- Attend all-staff meetings, department meetings, and other meetings as necessary
- Attend monthly staff chapel and weekly staff prayer
- Help plan and execute ministry area programming and events
- Aid the administrative behind-the-scenes aspects of ministry through communication, scheduling, and materials prep

Applying

Applicants must complete the Typeform application on the internship webpage to be considered. Upon receiving an application, our staff will review it and determine if we'd like to move forward in the process with an interview.