



# Internship Program

2022



Crossroads Church

# Our Vision



At Crossroads Church, our vision is to make kingdom impact in our community by being multi-ethnic and multi-generational, making disciples of the next generation, our kids and our grand kids. We are young, old, married, single, divorced, rich, and poor. Colorado is one of the least “churched” states in the nation, so with God’s direction, we are working hard to reach those who are far from God with the good news of Jesus’ love for them, and bring them into the fold as disciples of Jesus.

**OUR FOUNDATION IS THE BIBLE, OUR LEADER IS JESUS, AND OUR PURPOSE IS TO SERVE PEOPLE TOWARD AND CONNECT PEOPLE WITH HIM.**

Our internship program was developed to equip emerging leaders who have a desire to pursue vocational ministry. In this program, interns will receive customized leadership coaching, boots on the ground ministry experience as well as intentional soul care.

Our program is a 1 year internship. You will work hand in hand with the leader of your chosen ministry in a way that will not only give you experience, but also opportunity to grow and lead.



# Internship Details

## WHAT TO EXPECT AS AN INTERN

EACH INTERNSHIP WILL COVER 3 MAIN OBJECTIVES:

MINISTRY DEVELOPMENT, LEADERSHIP DEVELOPMENT AND SOUL CARE FOUNDATIONS

- 1 year term
- 12-15 hours weekly
- Compensation is provided
- 1 on 1 Coaching from ministry
- 1 on 1 leadership development coaching
- Customized growth plan
- Flexibility to accommodate for school schedules, etc

### **Ministries Available:**

- Communications
- Outreach
- Connections
- Engagement/Discipleship
- Family Ministry
- Worship Arts
- Production Services
- Care
- Church Operations/Executive
- Senior Leadership\*

## QUALIFICATIONS FOR APPLICATION

- Must be a firmly grounded Christian whose life is modeled by a solid commitment to Jesus Christ.
- Must be passionate about the local church and growing relationship with Jesus Christ
- Must be relational in personality and a good 'team' member/leader.
- Must be committed to the mission and vision God has given Crossroads Church.
- Should have some educational background/experience in applicable ministry.

# Ministry Development

Here is what you can expect from your ministry time:

- **Vision/Mission of the team:** Why we do what we do
- **Relational equity:** How we connect with people in our ministry and our congregation
- **Volunteer development:** The whole process- recruitment, development, deployment, empowerment
- **Essential Skills development:** This is customized to the ministry you choose and the skill set you enter with.
- **Customized Growth Plan:** Build unique for each intern to maximize effectiveness in internship



# Leadership Development



At Crossroads, our staff are leaders of leaders. Our roles are to equip, encourage and deploy our people into ministry opportunities. Your leadership development is just as important as your ministry development.

Our leadership program is designed to develop you in 3 distinct areas:

- Self Awareness: Know yourself to lead yourself
- Liberating Others
- Becoming a leader others want to follow

# Soul Care



God created us as holistic beings which includes our bodies, emotions, minds, souls and relationships. We are Followers before we are Doers. Instead of doing things for Jesus, we do things with Jesus as an expression of our growing and dynamic relationship with Him. We invest in our interns in a way that will help them grow in their spiritual rhythms.

- Individually and in groups, you will pursue the "with-God" life
- Spiritual Rhythms: purpose and value
- Monthly Spiritual Direction opportunities
- Community Group discipleship
- 2 annual soul care retreats

# Customized Growth Plan

**Intern: Kids Ministry Intern**

**Position:** Family Ministry Intern

**Timeline:** Jan 23-Dec 23 (12 month program)

**Goal:** To grow in leadership and ministry objectives to Kids Ministry (Birth-5th Grade)

**Standard Weekly In Office Hours:**

Tuesday: 11-3pm (4hrs) \*\* 3rd week of the month, hours will be 9-3

Wednesday: 5:30-8:30pm (3hrs)

Sunday: 7:30am-1pm (5.5hrs)

As scheduled monthly: Leadership Development and Spiritual Direction (1 hour each )

**Objectives:**

- Proficiency in storytelling - lead classroom time as a storyteller, engaging kids deeper into God's word
  - Method:
    - 1 on 1 coaching with Ministry Director and high level volunteer coaches
    - TCE 1 training (Jan-March)
    - Classroom experience
- Proficiency in curriculum: writing, adaptations and modifications:
  - Will focus on all elements of classroom Sunday school setting: story as well as games and crafts that work to further develop main teaching
  - Will discuss various methods/scopes and sequences to engage kids birth-5th grade
    - Method:
      - 1 on 1 coaching with Ministry Director
      - TCE 1 training (Jan-March)
      - Classroom experience
- Proficiency in volunteer leadership pipeline: recruitment, development and deployment
  - Method:
    - Creating and participating in leadership pipeline
    - 1 on 1 coaching with ministry leader
- Development of intentional parent interactions as well as family resourcing and involvement
  - Method:
    - 1 on 1 coaching with ministry leader
    - Family Ministry Conference