



Vision

The Northland Baptist 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 have a transforming encounter with God, a growing relationship with Jesus, authentic community with others, and fulfilling ministry 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 Descriptions

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.

Generally speaking, available ministries to intern in are as follows: Adult Ministry, College-Age Ministry, Student Ministry, Children's Ministry, Worship Ministry, Outreach Ministry, Global 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 subsequent years. There are two entry points during the year for interns to join the program: January and August. Interns will serve from August to July or January to December depending on when they join the program.

Compensation

Interns will receive two \$500 scholarships during their year of service at Northland.

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 Baptist Church.
- Interns should be interested in vocational ministry.
- Interns must have graduated high school at the time of application.

General Expectations

- Attend staff meetings, and other leadership meetings as needed.
- Attend the monthly intern gathering.
- Meet with supervising staff member at least once every two weeks.
- Monthly reading assignments.
- Shadow pastoral team members in ministry activities as opportunities arise.
- Choose a particular area of ministry to give leadership to, and serve in a significant way.
- Teach in services, Bible studies or discipleship classes at least once per semester.
- 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.



Northland Baptist Internship Application

PERSONAL INFORMATION

Last Name:		First Name:			Middle Initial:	
Address:			City:		State:	Zip:
Home Phone:		Cell Phone:		Email:		
Birthday:	Age:	Sex: Male Female	Marital Status: Single Married Divorced			

EDUCATION

High School/College:	Years Attended:	Graduated: Yes No	Major/Minor:
High School/College:	Years Attended:	Graduated: Yes No	Major/Minor:
High School/College:	Years Attended:	Graduated: Yes No	Major/Minor:

EMPLOYMENT HISTORY

Employer Name:		Employer Phone:		Years of Service: yrs____mos____		Title:	
Address:			City:		State:	Zip:	
Supervisor:		Reason for leaving:					
Employer Name:		Employer Phone:		Years of Service: yrs____mos____		Title:	
Address:			City:		State:	Zip:	
Supervisor:		Reason for leaving:					

PERSONAL REFERENCES

Pastoral	Pastor's Name:		Church Name:			
Church Address:			City:		State:	Zip:
Church Phone:		Length of acquaintance:		Phone:		
Personal	Name:	Relationship:			Phone:	
Personal	Name:	Relationship:			Phone:	
Personal	Name:	Relationship:			Phone:	

WHY DO YOU THINK THIS INTERNSHIP PROGRAM IS THE RIGHT CHOICE FOR YOU?

[illegible]

WHAT DO YOU HOPE TO LEARN THROUGH YOUR INTERNSHIP?

[illegible]

WHAT AREAS ARE YOU INTERESTED IN INTERNING?
Children, Students, Women's Ministry, Men's Ministry, Outreach, Missions, Worship, Social Media/Marketing, Discipleship/Education, Small Groups, etc.