

# **HUMAN RESOURCES DEPARTMENT**



INTERNSHIP PROGRAM

# COMPASSION CHRISTIAN CHURCH

## INTERNSHIP PROGRAM

Compassion Christian Church seeks to develop leaders who will be equipped for lifelong ministry through internships in ministries such as:

- Global Outreach
- Pastoral Ministry
- Men's Ministry
- Women's Ministry
- Children's Ministry
- Student Ministry
- College Age Ministry
- Worship Arts Ministry
- Information Technology
- Communications/Design
- Production Arts
- Human Resources and Finance

### Types of Internships

Compassion Christian Church offers unpaid internships in various forms, durations, and with different benefits. All are designed to provide the intern with practical, hands on ministry experience.

#### Short-term Internships:

- Includes summer and academic internships
- Maximum summer internship is 3 months
- Length of academic internship is dependent on the course requirement

#### Long-term Internships:

- Includes a year-long internship
- Designed for college graduates and other adults interested in pursuing ministry

### General Responsibilities

**Interns:** While each intern has responsibilities in his or her specific different area, all interns:

- Participation in a Bible-believing Church
- Arrive teachable and prepared to be a team player
- Work alongside Compassion Christian staff members to learn and experience the day-to-day aspects of their ministry
- Build positive relationships with church staff, members and church leaders
- Are dependable and honest with their assigned work hours
- Are mentored through regularly scheduled meetings
- Adhere to the policies and team assumptions of Compassion Christian Church
- Attend and participate in scheduled trainings/learning opportunities

### How to apply

Included in this packet is a copy of Compassion Christian Church's Application Process and an Application. Please read, complete, and return. If you have any questions, please contact the Human Resource Department at 912-629-4746 or [hr@compassionchristian.com](mailto:hr@compassionchristian.com).

### Program Benefits

Intern development focuses on the participant's professional skills, interpersonal skills, and spiritual growth. This occurs through ministry-focused trainings and applied learning. Areas of training may include:

- Spiritual Disciplines
- Prayer
- Spiritual Formation
- Evangelism
- Lesson and Sermon Preparation
- Worship Ministry
- Children's Ministry
- Financial Management
- Interview Skills and Resumes
- Effective Communication
- Time Management
- Conflict Resolution
- Leadership Development
- Pastoral Care
- Vision Casting
- Supervisory relationship that facilitates the components of a positive experience:
  - Personal appraisal
  - Reflection
  - Encouragement and guidance
  - Mentoring and accountability

**Supervisors:** While at Compassion, interns will learn from a variety of staff members, they will be assigned to a supervisor in their designated ministry department. To ensure a positive learning experience, the supervisor will:

- Partner with Human Resources to develop a job description blending the gift and skill set of the intern with ministry goals and objectives
- Provide professional and spiritual guidance
- Create and maintain a consistent meeting schedule
- Provide ongoing performance feedback and a final evaluation
- Establish and maintain effective communication