

Hope Ministries Internship Program

As a Hope ministry intern, you'll gain hands-on experience in all five of our ministry areas while choosing one to focus on more deeply.

Our mission ... is to help you discover a fuller picture of Christian ministry within the local church by involving you directly in meaningful ministry work. While you assist us in accomplishing important ministry tasks, we are committed to investing in your spiritual growth and development.



To learn more about the specific responsibilities for each emphasis area, select the ministry links below.

Program Lengths

- **Summer Intern:** 30 hours per week, 10-12 weeks
- **Year-round Intern:** 5-8 hours per week

The Five Internship Ministry Opportunities (see details on following pages)

- Children's Ministry
- Youth Ministry
- Worship Music Ministry
- Media & Technology Ministry
- Pastoral Ministry

Example of Potential Internship Scenarios:

1: Single Ministry Emphasis — Children's Ministry

80% Children's Ministry
10% Youth Ministry
10% Worship Music, Media & Technology, and Pastoral Ministries combined.

2 Single Ministry Emphasis — Youth Ministry

80% Youth Ministry
10% Children's Ministry
10% Worship Music, Media & Technology, and Pastoral Ministries combined.

3 Multiple Ministry Emphases — Worship Music Ministry Emphasis and Pastoral Ministries

45% Worship Music Ministry
45% Pastoral Ministries
10% Children's, Youth, and Media & Technology Ministries combined.

Children's Ministry Emphasis

Core Responsibilities Work with the Children's Ministry Director to support the planning, coordination, and execution of summer or year-round Children's Ministry programs, including Children's Church, Sunday School, Vacation Bible School, Children's Church Pageant, Sacrament Class, Easter Outreach, etc.

Worship Participation

- Attend weekly Sunday worship with the church family
- Engage as a member of the church community

Program Planning & Preparation

- Prepare Sunday School lessons and curriculum material
- Assist in recruiting, training, and supporting VBS and ministry volunteers
- Help plan and organize outreach events (e.g., Water Day, Parent Night Out)

Teaching

- Lead or assist in Sunday School or Children's Church
- Support classroom engagement and spiritual formation of children

Administrative Support

- Participate in staff meetings and ministry coordination
- Assist with registrations, volunteer scheduling, and background checks
- Complete reporting and other tasks as assigned by the Children's Ministry Director

Personal & Spiritual Development

- Complete assigned reading and reflect on learning
- Set personal and ministry goals at the start of the internship
- Maintain a journal (recommended)
- Submit a final reflection and participate in an exit interview

Family Outreach

- Build relationships with parents and children in the church and community
- Support families in practical, relational ways as appropriate (possible childcare)

Specific Youth Ministry Involvement (aka: the older kids)

- Help lead or support ministry events such as youth camps, or mission trips

Additional Ministry Support

- Assist with broader church activities and events as needed

Youth Ministry Emphasis

Core Responsibilities: Work with the Youth Ministry Director to support the planning, coordination, and execution of summer or year-round youth ministry programs, including middle school camp, high school missions, small groups, and outreach initiatives.

Worship Participation

- Attend both services during weekly Sunday worship with the church family
- Engage as an active member of the church community

Student & Family Connection

- Build relationships with youth and their families
- Connect through community events, sports, and informal gatherings
- Encourage and support parents in discipling their students

Small Group Discipleship

- Lead a weekly gender-specific small group in a host home
- Prepare and teach biblical lessons and facilitate discussion
- Occasionally serve as a substitute leader for other groups or classes

Program Planning & Preparation

- Prepare lessons and curriculum for small groups
- Help recruit and train volunteers and student leaders
- Assist in planning outreach events and fellowship activities (e.g., service projects, trips, games)

Administrative Support

- Participate in staff meetings and planning sessions
- Assist with trip planning, coordination, and communication
- Complete reporting and other duties assigned by the Youth Ministry Director

Personal & Spiritual Development

- Complete assigned reading and reflect on learning
- Set personal and ministry goals at the start of the internship
- Maintain a journal (recommended)
- Submit a final reflection and participate in an exit interview

Trip & Event Leadership

- Help lead or support ministry trips such as camps and mission trips
- Participate in intensive ministry weeks and special events

Specific Children's Ministry Involvement (aka: the younger youth)

- Help lead or support ministry events such as Vacation Bible School

Media and Technology Emphasis

Core Responsibilities: Work with the Media & Technology Director to support worship services and church ministries through audio, video, and digital content creation, while developing technical skills and a heart for behind-the-scenes ministry.

Live Service Production

- Assist with running audio, video, and lighting for worship services and special events
- Operate soundboards, video switchers, presentation software, and lighting systems
- Help set up and tear down A/V equipment and stage elements
- Support livestream production and recordings of services

Digital Media & Content Creation

- Create service slides and on-screen graphics (lyrics, sermon notes, announcements)
- Design visual content using tools such as Proclaim, Canva, or Adobe Creative Cloud
- Edit sermon videos, highlight clips, and ministry promos
- Capture and prepare photo/video content for church communications

Streaming & Online Engagement

- Monitor and assist with live streams on platforms like YouTube or Facebook
- Help publish and organize digital service content
- Support social media by curating and preparing visual media

Technical Support & Organization

- Troubleshoot basic audio-visual and presentation issues
- Help maintain and organize production spaces and equipment
- Assist with file management and media storage systems
- Support technology needs for midweek ministries and special events

Mentorship & Skill Development

- Receive training and feedback from media and worship staff
- Grow in technical, creative, and live-production skills
- Develop an understanding of how technology supports worship and ministry

Personal & Spiritual Development

- Complete assigned reading and reflect on learning
- Set personal and ministry goals at the start of the internship
- Maintain a journal (recommended)
- Submit a final reflection and participate

Pastoral Ministry Emphasis

Core Responsibilities: Work with the Associate and Senior Pastor to gain hands-on experience in pastoral ministry, discipleship, and church leadership while discerning and developing a call to vocational ministry.

Worship & Teaching Support

- Assist pastors with worship services, Scripture reading, and service leadership
- Support preaching and teaching opportunities as appropriate
- Help with preparation related to Sunday services or special gatherings

Pastoral Care

- Participate in hospital and home visitation
- Support member care through prayer and encouragement
- Observe or assist in pastoral counseling settings as appropriate

Discipleship & Spiritual Formation

- Lead or co-lead small groups, Bible studies, or discipleship gatherings
- Invest relationally in church members and ministry participants
- Support youth, children's, or adult discipleship ministries as needed

Outreach & Community Engagement

- Assist in organizing and participating in outreach initiatives
- Build relationships within the church and local community
- Support evangelism and service opportunities

Administrative & Ministry Support

- Participate in staff meetings and ministry planning
- Assist with church communications, scheduling, or event coordination
- Help with general ministry tasks as assigned by pastoral staff

Mentorship & Ministry Development

- Meet regularly with a supervising pastor for mentorship and feedback
- Engage in theological reflection and ministry skill development
- Complete assigned reading or learning projects
- Grow in character, leadership, and pastoral discernment