

# Ministry Internships at LEMC

## Why choose an Internship at LEMC?

It is a privilege to serve the Lord and His Church! Internships are intentionally designed to give you increased opportunities to practice ministry, and to grow through the training and encouragement of LEMC Staff! They can serve as a launching pad for post-secondary biblical education, future Ministry Staff positions, or strengthened volunteer leadership in the Church!

**If you have 8-15 hours/week to devote to an internship, an interest in developing ministry skills, and a desire to serve and learn from leaders at LEMC, this opportunity might be for you!**

### Here's what we would expect of you:

- A committed relationship with Jesus;
- A humble attitude, a love for people, and a hunger to grow in your walk with God;
- Volunteer ministry experience, with references from those you served under/with;
- Significant interest in Christian ministry;
- Theological alignment with the Evangelical Missionary Church of Canada (EMCC).

*Note:* Preference will be given to people who are already part of LEMC, as we believe it is our core calling to disciple those within our church body.

### Here's what we will aim to help form in you:

- Foundational skills in following God's lead (discipleship), blessing others (mission) and forming discipling relationships (disciple-making);
- Basic skills in leading a team of volunteers;
- Basic skills in leading Christian community (Small Groups and Missional Communities);
- Greater understanding of the Bible;
- Greater understanding of yourself, God, and your purpose;
- Deeper friendships;
- Stronger organizational and communication skills;
- *Development of skills in a target area of ministry* (depending on the particular intern);

## Internship vs Ministry Staff Position

An internship is not the same as a required staff position, in the following ways:

- **It is intentionally temporary** (from 4-months to 1-year), so that it serves as a launching pad to something more long-term;
- **It focuses heavily on development and learning**, with a staff member working with and overseeing the intern, and a clear development goal designed for the individual;
- **The core desire is to see growth in the intern, more than achievement by them** (even though they will hold a degree of responsibility during the internship).

**That being said, interns at LEMC are treated like ministry staff in the following ways:**

- They are hired through an interview process;
- They are paid (\$18.50/hr);
- They become part of the staff team, for the duration of the internship;
- They will have a job description (designed with input from the intern, in order to strengthen and develop areas of personal interest and gifting);

## **How do you begin?**

*Note:* Internships are an agreement made between the Intern and LEMC Council, through a process of intentional planning and discernment. Not everyone who applies to an internship will be given the opportunity. At times, alternative opportunities will be recommended instead of an internship.

**This is what the process will look like:**

1. The applicant completes the Application Form (Scan QR Code below)
2. LEMC Council assesses the application and decides on next steps;
3. A hiring committee, appointed by Council, interviews applicants;
4. LEMC Council and the intern collaborate on an internship plan (*sample below*) and job description;
5. Upon agreement, the internship begins!



**If this excites you – fill out the application form [here!](#)**

If you have any questions, email Pastor Carter ([carter@lemconline.org](mailto:carter@lemconline.org)) to set up a conversation.

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### **[Sample Layout of Internship Plan]**

*This will be completed in collaboration between LEMC Council and the Intern*

**Main skill development goals:**

**Main ministry area(s):**

**Other ministry areas for intentional exposure:**

**Huddle Plan** (who will disciple you, and when will you meet):

**Discipling Plan** (an intentional plan to find people to disciple, or to invest in those you are already discipling; include names and when will you meet):

**Agreed-upon time frame for Internship, #hrs/week, and “office hours”.**