



IDC Internship **Program Overview**

The IDC Internship is a year-long program that trains men and women for future ministry by providing hands-on experience, leadership development, and mentored discipleship.

All interns will receive **training** in personal spiritual growth, disciple-making, and ministry leadership. In addition, each intern will have a particular **ministry concentration** (e.g., discipleship, worship ministry, counseling, etc.).

The internship is a part-time (20 hrs/wk) self-funded staff position that will run from August 1st through July 31st. Interns will not be paid directly by the church but may raise their own support and receive funds through a designated third party. For those who desire to raise support, fundraising training will be provided.¹

The internship will include the following developmental and ministry elements:

- **Area-Specific Ministry Hours (16-17 hours)** — Interns will work in their various areas of specialization. Job descriptions and assigned tasks will vary depending on the ministry area's needs, the intern's individual gifts, and his/her identified development goals. In general, ministry hours will fall into the following categories: (1) ministry support, (2) ministry preparation, (3) ministry implementation, and (4) personal discipleship and disciple-making.
- **Intern Meetings (2 hours)** — Every other week, interns will meet together for a ministry training seminar. These times will be a combination of teaching from IDC elders or other ministry leaders and discussion of relevant Scripture and other resources.
- **Staff Meeting (1-2 hours)** — Interns will attend weekly staff meetings.
- **Mentorship** — In the course of doing ministry, interns will work under the supervision of a staff mentor. This will provide organic and potentially formal opportunities for personal growth, discipleship, and leadership development.

Outside of Intern and Staff Meetings, interns will work with their staff mentor to set their schedule. Depending on the intern's responsibilities, Sunday gatherings may or may not count towards ministry hours. Working from home is discouraged but permitted on occasion with approval from a supervisor.

Applications for the Internship are due to Pastor Shane (shane@idcraleigh.com) by January 15th. Because interns will be involved in ministry leadership, some (though not all) applicants may be asked to complete the IDC Academy or Aspire programs before or concurrent with serving as an intern.

¹ Interns will need to raise support for their pre-tax salary (up to \$21,000) plus administrative fees.