



Christian Leadership Internship

An Academic Year-Long Program

Vision and Purpose:

To disciple and teach the next generation of Christian leaders through observing leadership, studying leadership, and practicing leadership.

The Program:

Over the course of an academic year, the intern will walk alongside our church's leadership, observing how decisions get made, participating in real ministry, and ultimately leading a project of their own. Our hope isn't simply that they learn leadership skills, but that they grow in character, deepen their faith, and discern how God may be calling them to lead — whether that's in vocational ministry, in their future careers, or simply as faithful leaders in whatever community they find themselves in.

The Intern Candidate:

We are looking for young men who take their faith seriously, are in substantial agreement with the Calvary Bible Church Doctrinal Statement, and views leadership as a skill that is learned and trained, not simply assumed. Due to the nature and design of this internship — which includes observing the Elder Board and regular one-on-one meetings with the pastors — we are considering young men for this particular internship. Beyond doctrinal agreement, we're looking for young men who are teachable, faithful in the small things, and hungry to grow as a leader and a follower of Christ.

The Program at a Glance:

Duration:	September through May (a full academic year)
Who:	High School juniors/seniors, recent graduates, college students, or young professionals (males only)
Time Commitment:	8-12 hours per week for high school students 15-18 for recent grads/college students
Structure:	3 Phases → Observe (Fall), Participate (Winter), Lead (Spring)
Mentorship:	Weekly meetings with the pastor(s) & ministry leaders
Capstone:	Spring leadership showcase presented to church leadership & congregation

Three Pillars:

- 1. Intentional Training** → Weekly reading and mentorship with the pastors, exposure to different leadership contexts, and organizational training
- 2. Intentional Experience** → hands on responsibilities and real projects the intern will own from the beginning
- 3. Purposeful Reflection** → respond to the learning with journal prompts, debriefing with pastors and leadership team, theological integration of life, leadership, and character

What the Year Will Look like:

Phase	Fall	Winter	Spring
Theme	See It	Try It	Do It
Focus	Observe, learn, reflect	Assist & participate	Lead a project
Milestone	Leadership Check-In	Project Kick-Off	Capstone Showcase

The Learning:

There is a reading component. Over the course of the internship we will read three books. The first book is *The Conviction to Lead* by Albert Mohler. This book sets the thesis up front: *leadership flows from conviction, not charisma or technique*. Leadership is not about being the coolest, smartest, most capable person in the room. But, it is often about being the one with the strongest convictions to see God's people grow into God's call in their lives.

The second book is *The Unseen Leader* by Martin Gutmann. This tests that thesis against history — shows real-world cases where the loud, "great man" model actually failed or wasn't what produced lasting results. And it pushes back on our modern idea of a leader and the type and person of a leader our culture champions. Spoiler: usually the charismatic loud leader failed in leading but our culture still champions this person.

The third book is *Humility: True Greatness* by C.J. Mahaney. This book closes by turning the lens inward — okay, if leadership isn't about charisma or noise, what's the actual posture you need personally? Humility. This is the application/character payoff after two books that were more about the external shape of leadership.

The intern will also join the Theology Book Club as it walks through *Christian Beliefs* by Wayne Grudem, a short, concise systematic theology.

The Intern will also join the pastors at the 9Marks Northwest Conference in Portland for either the Friday and Saturday or just the Saturday. The intern and pastors will then debrief the conference on the following Monday.

The Process:

The internship will focus on a rhythm of Monday and Sunday. Monday is the day when all of the leadership happens behind the scenes and Sunday is when leadership happens in scale. So the process will include the intern observing the main leadership boards of the Elder Board, Deacon Board, and the Global Outreach Commission. These all meet on Monday evenings. To be consistent, the intentional mentoring times will also be on Mondays. The intern will also learn to develop and keep a leadership journal used to write reflections on the readings, brainstorm ideas, and evaluate what leadership actions you have done.

Sundays will be when the intern can see the result and effect of leadership in real time. And it will be a workshop and case study for the intern to begin stepping into leadership skills: communication, personableness, deadlines, and character and theological development.

In the Fall Phase the intern will mostly observe how decisions are made, what goes into making decisions, forward looking implications, lessons learned through our history, and the desire and hope for growth, change, and maintenance where appropriate.

The Winter Phase is when the intern will begin stepping into support roles in leadership. Learning how to document leadership decisions, learning how to handle confidential information, and learning how to develop vision for leading. The intern will participate in the administrative work and in leading Creation Weekend as they begin developing their own leadership capstone idea.

The Spring Phase will be dedicated to the intern planning, developing, and leading their own project. It will culminate in a presentation to the congregation on the capstone project from conception to event and evaluation.

The Capstone Project:

A good capstone project is:

- Meaningful → it serves the church in a real way
- Scoped → it has a clear beginning, middle, and end within the Spring term
- Owned → the intern is the primary leader, not a helper
- Reflective → it connects to what the intern has learned over the year

Example capstone ideas:

- Plan and execute a community outreach or service event
- Create and lead a short teaching series for youth group or other specific group
- Design and implement a new volunteer onboarding process
- Organize a church appreciation or fellowship event
- Develop a simple discipleship resource for a specific group
- Start and lead a small group for a targeted demographic

The capstone will culminate with a presentation to the church on the project and the internship. And it will also be a time for us — the church — to celebrate you and commission you to leadership as the internship closes.