

## **CedarCreek Internship Vision Doc**

### **Bottom Line**

CedarCreek's Internship Program exists to train and equip the next generation of leaders for work within and beyond the walls of our church. It's an opportunity for energetic self-starters (19-29) to get hands-on experience as they gain clarity on their purpose and make a difference.

### **Timeline**

January – Applications submitted

February – Interviews and selections

March-July – Support raising

August – May – Internship experience

### **Key Influencers**

#### **Internship Director**

Key focus: Leadership development (interpersonal and intrapersonal)

Qualifications: Tenured CedarCreek Staff Member with leadership development experience

Recommended Meeting Frequency with the Intern: Weekly Internship classes, one-on-one meetings as necessary

Identification Process: Exec appointed

#### **Direct Report**

Key focus: Ministry development

Qualifications: CedarCreek Staff Member and leader in the particular field of ministry

Recommended Meeting Frequency with the Intern: Weekly Ministry meetings, bi-weekly one-on-one meetings

Identification Process: Internship Director appointed (with Exec approval)

#### **Mentor**

Key focus: Wellbeing (spiritual, career, social, financial, physical and community)

Qualifications: An mature believer with a passion for shepherding/discipleship; at least one "season of life" beyond the Intern; may or may not be a CedarCreek staff member

Recommended Meeting Frequency: Bi-weekly mentoring connections

Identification Process: Requested by the Intern (with the Internship Director approval); recommendations provided by Internship Director, if necessary

#### **Guest Presenters**

Key Focus: Teaching and facilitating at an Internship class about a particular area of leadership expertise.

Qualifications: Expertise in a particular area of leadership

Recommended Meeting Frequency: As scheduled by the Internship Director

Identification Process: Invited by the Internship Director; people interested in presenting may propose a topic to the Internship Director for consideration

### **Internship Evaluations**

Interns will participate in 90-day reviews, along with the Annual Staff Evaluations. The reviews and evaluations will involve the Internship Director and the Director Report.

The Internship Director will maintain communication with Mentors for overall updates on Intern wellbeing, and Mentors are asked to elevate concerns that arise.

### **Internship Curriculum**

The curriculum pulls from a variety of resources, voices and learning methods that will include experiences such as:

- Reading books on inter and intrapersonal leadership
- Learning from different experts in inter and intrapersonal leadership
- Processing personality assessments in order to more clearly discover purpose
- Traveling to CedarCreek campuses, other churches and beyond to broaden perspectives on what effective ministry entails
- Team building exercises and adventures to help nurture a community of fellow learners
- Individual Intern presentations on various topics (i.e., sharing personal testimonies) /
- Opportunity to participate in a mission trip

### **Book (options):**

Ideal Team Player, by Patrick Lencioni

The Road Back to You, by Ian Morgan Cron and Suzanne Stabile

Now Discover Your Strengths, by Marcus Buckingham and Donald Clifton

Amplified Leadership or Five Levels of Leadership, by Dan Reiland

Irresistible, by Andy Stanley

The Good and Beautiful God, by James Bryan Smith

### **Leadership Podcast (options):**

Craig Groeschel

Andy Stanley

EntreLeadership