



## Worship Ministry Internship Overview [Full-Time, PAID]

---

### Purpose:

The purpose of the Highlands Worship Ministry Internship is to **prepare men to enter full-time musical worship ministry** by providing 1) practical ministry experience in corporate musical ministry at Highlands, 2) mentoring by Highlands pastors and/or elders, and 3) part-time salary including housing. We view this as an investment in the church at large and our local body.

---

### Applicant Requirements:

Each applicant should meet the following requirements:

- He should recognize a distinct calling by God to full-time Christian ministry.
  - This calling should be initially affirmed by the elders.
  - A male who is enrolled in or has recently completed a graduate program at a reputable conservative evangelical seminary.
- 

### Application Process:

1. Fill out **Pastoral Internship Application**.
  2. Participate in an **interview with elders interview team** (topics of discussion will include the applicant's calling to ministry, employment status, family situation, spiritual gifting, etc.).
- 

### Details:

- Interns will serve for a pre-determined period of time (Ex. Summer break or a certain number of months) and be required to work 40 hours per week, including the Sunday worship services.
- Interns must be graduated from high school and in the age range of preferably 20- 26.
- Interns will take part in meetings and prayer, staff meetings within the church, and will be considered team members of Highlands.
- Interns are allowed to work part-time jobs as long as there is no interference with the ministry hours at Highlands.

- There is a thorough interview process for interns to ensure that every person is in a healthy place in their life to be focused on ministry and have the maturity to work well on an elder-led ministry team at Highlands.
- Interns are subject to evaluation and the intern can be terminated at any time due to poor performance or moral failure that would disqualify one from ministry.
- At the end of the internship, interns should expect to have valuable ministry experience and life experience and be sent toward where God may be leading.
- Interns should not expect to be hired by Highlands at the end of their tenure.

Worship Ministry Training Responsibilities will include:

- Fulfill a weekly musical assignment (e.g., leading worship during Sunday AM services, youth meetings, prayer meetings, or playing an instrument on a worship team during any of the above)
- Assist Senior Pastor in planning weekly worship services. (Song selection, team members, etc.)
- Meet weekly with Pastor Mike for regular feedback and spiritual mentoring
- Attend elder meetings, as invited
- Participate in various pastoral activities as requested (e.g. hospital visits, counseling observations, wedding rehearsal and ceremony, funeral, etc.)
- Attend other meetings as requested
- Participate in ministries specific to his gifting and calling
- Teaching assignments as requested (ex. Youth Meetings, or small groups)
- Assist elders in shepherding as needed
- Reading reports as assigned

---

**Salary and Expenses:**

- A moderate salary to cover some expenses will be determined during the hiring process
- Housing will be provided
- The intern will not be provided any health benefits
- The intern will be provided with an iPad for use in ministry in lieu of a computer.