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1. The RYM Church Internship Program serves the Church in reaching and equipping youth for Christ by training men and women sensing a call to ministry through a mentored apprenticeship in a partnering local church.
  2. The CIP is for anyone considering a call to ministry (and youth ministry in particular) who is looking for an opportunity to test their gifts serving in full time ministry while being mentored and trained. While the typical church intern is a recent college graduate, candidates have also joined the program toward the end of their undergraduate studies, or even after working in the marketplace for a time.
  3. Applications are received throughout the year online via (link to the website). There is an application deadline of December 15 for both churches and interns for placement the following summer. Applications submitted after the deadline will be evaluated and considered on a case by case basis.
  4. Once a candidate is accepted into the program, RYM will recommend placement in a partnering local church. The church will conduct a series of interviews and an on-site visit to confirm that recommendation. The goal of this process is to place interns in a church context that is a “best fit possible” for everyone involved.
  5. In the CIP, RYM is the legal employer of the Intern (handling salary processing, benefits, fundraising account support) and will serve, through the RYM Director of Training (DT), as the administrator of the CIP.
    - a. If a church is having a job-performance or moral issue with an intern, the local church will confer with RYM as to the nature and seriousness of the problems.
    - b. As the legal employer, RYM must be in agreement with any recommendation to terminate the intern’s employment.
  6. Role of the Local Church:
    - a. Job Description - While church interns are legal employees of RYM, they will fulfill their employment in the context of the partnering local church. As such, the partnering church sets the job description for their intern which must be submitted to and approved by RYM. RYM and the local church share responsibility for the authority and oversight of each intern. Interns will join their host church as full or associate members as soon as they are able.
    - b. Day-to-day Management - In conjunction with (a) above, the mentor at the local church will be considered to be the intern’s “manager” as the one who will be working most closely with the church intern. This will include communicating clearly about job performance expectations as well as periodic reviews as to the performance of the intern. The DT is available to work with the mentor on how best to structure these reviews.
    - c. Enfolded into the Local Church - The partnering church plays a crucial role in determining a profitable internship program experience for their intern. In addition to providing a place to serve and learn about ministry, the congregation provides an opportunity for the intern to experience the full life of the church. Interns are encouraged to participate in adult small groups, men’s and women’s ministries, lead worship, use their musical gifts, etc. Ideal host churches not

only host an intern to reach and equip youth in their church but also to shape, inspire, and equip future ministry leaders for the larger Church.

7. Duties of the Church Intern
  - a. Ministry - While individual intern job descriptions will vary, all interns will have the opportunity to participate in teaching youth, leading small groups/Bible studies, volunteer recruitment/equipping, planning events/trips, communications, and general ministry administration.
  - b. The CIP Study Program - From September through May, interns will participate in a Study Program. This consists of monthly reading assignments in three categories: (1) Bible/Theology (2) Ministry Practice and (3) Growth in Grace/Soul Care. In addition to one or two books each month, articles, videos, sermons, lectures, etc. may be assigned as well. The book list is made available around August 1 each year so interns have time to acquire the titles and begin reading.
  - c. Monthly CIP meetings - From September through May, interns attend two 90 minute group meetings via Zoom with other church interns. These meetings are led by the RYM DT. One is for discussing the reading material for that month and the other is for sharing areas of struggle and celebrations in ministry, mutual feedback, topical discussion etc. There is also one 60 minute meeting each month for interns to meet individually with the DT to discuss ministry situations, make sure things are going well at the church/with their mentor, and address any questions about the program in general. During the final year in the program, the DT will assist the intern as they discern what comes next. There are no meetings (or other CIP programming) during the summer months.
  - d. YLT Nashville - All church interns attend RYM's annual Youth Leader Training (YLT) event in January with their local church mentor. YLT is a significant investment into youth ministry leaders in the Church. Men and women gather in Nashville from churches across the country to be equipped, connected, and encouraged. While the interns will have some dedicated time together at YLT, they participate in YLT alongside all the other leaders.
  - e. Local church mentor meetings - The DT will meet via Zoom with each local mentor at least five times each year (September, November, January, March, and May). These are helpful for the DT to understand how things are going from the mentor's perspective as well as help the church to know how things are going from the intern's perspective. We want everyone to be "pulling in the same direction!"
8. The CIP is financed by a combination of (1) funds provided by the host church and (2) fundraising by the church intern.
  - a. The host church commits to contributing \$20,000 per year or 50% of the program budget (whichever is more).
  - b. The remainder of the budget is funded through a support raising campaign by the intern through RYM. Interns typically raise between \$15,000-\$20,000 per year and it usually takes between 3-6 months to do so.

The bulk of the program budget provides for the intern salary. Additional funds go toward training and associated program expenses. In situations where an intern needs to be on RYM's group health insurance program, the budget will be increased accordingly.

9. Participation in the CIP qualifies interns for up to a 50% tuition discount at Covenant Theological Seminary (on campus or online) after their first year in the program and at Reformed Theological Seminary (all campuses or online) after completing the two year program.
10. After serving two years with the local church, interns typically do one of four things.
  - a. Find full time youth ministry employment in another local church. RYM has relationships with many churches and can assist with this process if desired.
  - b. Stay on staff with the church where they served their internship
  - c. Start pursuing a full time seminary degree
  - d. Go to graduate school or seek employment in another field

We do not see it as a failure if church interns do not go into ministry when their program is completed. We celebrate with them after those two years regardless of where the Lord leads them. The CIP provides every intern a greater understanding of and appreciation for their gifts, as well as a greater sense for how the Lord is calling them to serve for His kingdom. We believe the CIP will strengthen the church not only by cultivating new youth ministry leadership, but also through nurturing men and women to be kingdom-minded church members regardless of how they serve the Lord.