

## **THRIVE COMMUNITY (v.3.20.2026)**

Internship Program of Immanuel Lutheran Church



Contents:

- Section 1 - Program mission and overview
- Section 2 - Application Content
- Section 3 - 2026-2027 Dates

### **SECTION 1**

#### **Mission of the Thrive Community Internship Program:**

The mission of this program is to invest in, mentor, challenge, and cultivate seminary and college students towards an active life of vocational and Kingdom ministry and leadership.

This mission will be carried out in the context of Biblical teaching, hands-on ministry learning, and intentional Christian community involving interns, the church, and the local community.

#### **Scope of Internship:**

Internships will include both “comfortable” experiences and “challenging” experiences in a variety of ministry areas and possible immersion experiences. Each intern will have a focus area along with opportunities to engage with a variety of other church and ministry areas.

#### **Possible Areas of Focus for Seminary and Graduate students:**

- Pastoral- Preaching and teaching
- Pastoral- Care and visitation
- Worship / Music
- Tech / Media Ministry
- Youth and/or Children’s Ministry
- Small Groups, Connections, and Young Adults
- Missions and Outreach
- Digital, Web, and Social Media Development (videos, interviews, podcasts, etc.)

#### **Other Possible Areas of Focus:**

- Publications and Graphic Design
- Finance and Administration
- Marketing

#### **Requirements for the Thrive Community Internship Program:**

Immanuel is open to multiple interns each year based on need, funding, and applicants. The ideal candidate(s) will have discerned a desire for vocational pastoral, church and/or Christian-based non-profit ministry. Most will be currently enrolled in Seminary studies and will use this as a formal internship opportunity. Some may be enrolled in graduate programs or undergraduate programs with the same goals of future vocational ministry.

Candidates will demonstrate the following: growth as a disciple of Jesus; a respect of Jesus' church, church leaders and the Lutheran lens; active engagement and rootedness in God's Word, active participation in the local church, openness to the ministry and gifts of the Holy Spirit, and work towards a life of wholeness, integrity, and Christian character. Candidates will be in agreement with the core beliefs and teachings of Immanuel Lutheran Church and LCMC.

***Details:***

- Interns will expect to work, on average, 15-20 hours a week in Immanuel's ministries. Busier church seasons (like Christmas and Easter) may require more time, while slower seasons may require less. Internships can be for the duration of the school year (September through May), annual, or customized for the needs of Immanuel or the Intern(s).
- Interns will be given the necessary time outside of the work schedule for school studies, and some may also choose to work a part time job to help cover monthly expenses. In this scenario, finding a job will be solely the responsibility of the intern, and will need to be scheduled around or outside of the program schedule and any class scheduling.
- Interns should expect to participate in the life and ministry of the Immanuel Lutheran Church community. The "work" is important, but being part of the church is too!
- Interns will have regular contact and meetings with staff, mentors, and others pertaining to their focus areas of ministry.

***Partner Support:***

- Interns may have the opportunity to be supported through partner ministry, where family, friends, or a home congregation might choose to support a stipend for living expenses via tax-deductible support through Immanuel or gifts directly to the intern. Immanuel also offers multiple Scholarship opportunities for members of the congregation, which interns will be encouraged to apply for.

***Housing:***

- Initially, Immanuel Lutheran Church will rent and provide a partially furnished apartment, duplex, or house for interns. It is the goal of the Thrive Community to be able to provide a designated complex or house in the future. Housing arrangements will need to be flexible based on the interns serving and on the available options in our area.
- If housing is provided, the rent and utilities will be in Immanuel's name, and interns will be expected to sign a covenant with Immanuel regarding the expectations and rules associated with proper care of this living space.

## **SECTION 2**

### **2026-2027 APPLICATION for THRIVE COMMUNITY INTERNSHIPS**

**Full Name: Date of Birth:**

**Address/ City / State / Zip:**

**Phone:**

**Email:**

### **Instructions:**

- ❖ **Application Deadline for the 2026-2027 School Year: APRIL 15, 2026**
- ❖ **Please copy/paste or re-write all of these questions into your own word document or google doc.**
- ❖ **As a reminder, applying for the THRIVE Community internship program assumes:**
  - That you will be enrolled in undergrad, seminary, or other approved ministry training classes
  - That you will be available to manage the 15-20 Hours/Wk for your internship
  - That you have a desire to share the Gospel and grow in your ability to do so
- ❖ **When completed, please send to Pastor Andrew Potratz ([andrew.potratz@immanuelstorycity.org](mailto:andrew.potratz@immanuelstorycity.org)) in a Word or Google format that we can comment on if needed.**

### **Internship Scope and Logistics**

1. Please share a paragraph about how you learned about the THRIVE Community Internship Program and what excites you about potentially becoming an intern.
2. Which area(s) of focus would you be most interested in if you were to be a part of THRIVE? Why do you feel led to these particular areas? Share with us your experiences leading & investing in these areas? (Please share a paragraph or two.)
3. How do you expect to use your time outside of your internship?  
(For example, what kind of part-time job interests you? What sort of college or seminary classes would you take? Do you have other commitments, significant others, or passions that will influence your time outside of your internship and schooling?)

4. Since you will be enrolled in classes, tell us more about your timing goals. Are you interested in starting your internship in the summer or the school year, and would you like to go through May or the following summer? Additional years can be applied for based on interest and review of time already served in this internship.

## **Your Personal, Church, and Faith Background**

We'd love to hear more about your faith story, why you are working towards vocational ministry, and how God has worked in your life up to this point. Please share a paragraph or two for each question. You can combine these questions and answers into one longer essay if you prefer.

1. Share with us your experience of faith. How does being a Christian inform and impact your daily life today? How does the Bible figure into your life?
2. What does it mean to you to share your faith with others?
3. Take some time to read through the Apostle's and/or Nicene Creed. Which parts do you find particularly important and moving? Do any aspects of the creed raise questions for you? If so, please specify.
4. Immanuel Lutheran Church is unapologetically Lutheran, but we are made up of members with a variety of different church backgrounds. Our pastors also have experience in multiple church streams. In a few sentences, what is your experience with the Lutheran Church, and/or what is your experience in terms of other Christian denominations or streams?

## **Personal Reflection**

1. What are your greatest strengths? Weaknesses?
2. What questions do you have about this internship program? Do you have any hesitations? If so, what are they?
3. As a part of this program, you will have mentors, leaders, and supervisors watching your life with intentionality to provide guidance, encouragement, and accountability. Do you feel comfortable with that at this point in your life?
4. What feedback have you received from others about your personality, your gifts, your work ethic, and your overall presence?

**Please Provide the Following with your Application:**

1. A one-page professional resume listing recent work and volunteer experience, as well as education background (and progress).
2. Names, Phone Numbers, and Email contact info for at least THREE references.
  - a. One from a Pastor or Spiritual mentor
  - b. One from an employer or supervisor
  - c. One from a (non-family) friend or colleague as a character reference
3. Plans for your schooling enrollment(if not already in school), degree being pursued, projected timeline for graduation(and proof of enrollment if already enrolled).
4. Any questions not covered above that we can be prepared to answer via email or in an interview setting.

**By signing below,**

I understand that applying does not guarantee acceptance.

I understand the scope and expectations of this program.

I understand and affirm the intentional Christian emphasis and structure to this program.

I understand that I will be required to be enrolled in seminary, undergrad, or other approved ministry programs to be considered for this program.

I have read and am in agreement with the faith statements and DNA of Immanuel Lutheran Church in Story City, Iowa, and LCMC (Lutheran Congregations in Mission for Christ).

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

## **SECTION 3**

### **Internship Timeline 2026-2027**

#### **2026**

Wednesday, April 15\*: Applications Due for 2026-2027 School Year

*\*Applicants may be considered outside of this timeframe based on church and applicant needs.*

Early May: Zoom and/or in person interviews are conducted and completed

Mid May: Commitment Date for intern offers (ie committing to the next school year program dates and expectations)

Late August: Move-in and Orientation

Sunday, September 13: Recognition in Worship

October 4-7: LCMC Annual Gathering in West Des Moines, IA (commute from Story City)

November 27-30: Thanksgiving Break (off)

December 25-January 4: Christmas and New Years Break (off)

#### **2027**

March 17-22: Spring Break - Mission Travel Possibilities or potential off-time

MArch 21-28: Holy Week and Easter

May 30: Term Ends unless otherwise arranged

Other notes:

TBD:

- Possible visit(s) to another internship community, ministry, or mission partner
- Possible conference opportunities (Exponential, Passion, Theological, etc)
- Other Iowa District or National LCMC events