



Island Community Church Intern Program

As an ICC intern you have the unique opportunity to serve in a community where God is doing big things and where people are excited to passionately follow after Him! We are a city church, a church that is committed to the Lord, each other, our neighbors, the needy, and the nations. We are so excited you are considering partnering with us in ministry in this next season. We pray that God would give you a vision for how to expand His Kingdom in downtown Memphis and around the world.

What's Expected of an Intern?

We want you to grow in your own love for and obedience to Jesus. We want you to experience the joy of what God is doing in our community. We want you to use your gifts & passions to help us lead our church in the ways of God. And, we want to help better equip you for your future in ministry.

Some of the expectations of any intern serving at Island Community Church are as follows:

1. PERSONAL DISCIPLESHIP. (Weekly discipleship time with supervising pastor and/or staff team.)

During your time at ICC, we want your faith and fervor for Jesus to grow. Weekly, we want to take time with you encourage you, pray with you, and talk about God's work in your life. The goal of this time is to help better equip you as you seek after the Lord and serve the church. God has called us all to be disciples and disciple makers. We believe that God's Word and Spirit are living and powerful and will constantly change us, grow us, and make us more like Him. During this weekly time of study and accountability we pray God will strengthen your walk and encourage your spiritual development.

2. EXPERIENCE (Opportunities for practical ministry experience – going, teaching, baptizing, discipling.)

We want you to get involved in all the practical aspects of church ministry. We don't want you to sit on the sidelines as an observer but to get in the game along with our pastors and staff! We are going to give you roles and responsibilities that open opportunities for you to experience gospel teaching, discipleship, and mission. You may find yourself facilitating small groups, leading outreach events, lead staff devotions, teaching to a large group, baptizing individuals, serving the poor, or going on mission trips. We pray God would use this opportunity to grow your ability to communicate His spiritual truths with greater confidence.

3. COMMUNITY (Participation in church life.)

ICC is a relationally (not program) driven community. We believe that gospel discipleship best takes place in the context of living life together and participating in ministry side by side. Our church seeks (and loves) to be together. This happens primarily outside of the church building, in homes, restaurants, parks, and classrooms. As you plug into ministry at ICC we want you to be apart of our community. Simply put, we want you to do life with us for a season. We want you to know & be known by others deeply, to cultivate gospel relationships, and to learn incarnational living. We believe God will use our community to encourage you as you work to serve it.

4. MINISTRY MENTORING (Supervised ministry leadership.)

We recognize you feel called (or are exploring a call) to more full-time involvement in God's church, ministry, and mission in the world. As you participate in life and leadership at ICC, we want to better equip you to lead. We want your time at ICC to help you feel more prepared to take the next step toward God's calling. We want to mentor you, help you, and coach you. As you engage in practical ministry leadership, we want to speak into your life about what we are seeing. We want to help you better articulate the truths of who God is as He's revealed Himself to be through His Word. We want to teach you more effective discipleship. We want to help you cast vision & lead others to serve the poor and reach the nations. We want to help you think through effective ministry strategies and organization for urban communities.

Note: Each intern is requested to work 10 hrs / week; each intern will be offered a partial scholarship for their school education (to be discussed in interview).

Overview Intern Benefits

- **Intern Benefits**
 - Compensation:
 - Downline Scholarships or Direct Compensation Equivalent
 - Additional Support:
 - Fundraising Materials and Contacts Available
 - Missions Bonus:
 - ICC will pay for half of one ICC mission trip
 - Job Referrals:
 - ICC will provide future job connections and endorsements during transition from intern year.

- ICC will send out resumes to partner churches and help set up meetings with ministry partners and partner churches.

Overview Intern Expectations

- **Intern Expectations**
 - 10hrs per week
 - All Staff Meeting (Mondays) 1.5hrs
 - 1hr mandatory weekly pastoral discipleship/ encouragement time (Managing Ministry Leader)
 - 15-30 minute management meeting to review agreed upon weekly task list
 - Church Membership at ICC and Regular Small Group Participation
 - Personal Development Goal Requirements Per Semester (Specific to each intern candidate)