

## PACKET OVERVIEW

This packet is for those who feel God has put a call, desire, and passion on their heart to pursue church ministry. The RRC Internship Program is not just another program; it's about laying hold of the call that God has put on your life, developing that call, and deploying it to reach the lost and broken of this world. In this program you will gain ministry experience as well as life experience. You will be pushed, challenged and encouraged through this entire process to grow towards where God may be leading you.

### PURPOSE:

The purpose of the RRC Internship Program is focused on developing the call God has put on your life to pursue church ministry. Our goal is to then help deploy you towards the path God may be leading you. Through this process you will grow as a leader, a person, and as a follower of Christ. This program will provide ministry training and experience as well as leadership and spiritual development.

### INTERN QUICK POINTS

- 9-Month Commitment (Aug – May) • Work a minimum of 40 hours/week
- Raise a suggested \$5,000-\$10,000 • Preferably between the ages of 20-26

Thank you for praying through and considering the possibility of joining the RRC Internship Program this fall. We pray that as you go through this application packet that God will begin to speak to you about this possibility. If you have any questions through this process, please feel free to contact us.

**MINISTRY PATHS WITHIN INTERNSHIP** [Must Pick One]

**Campus Operations**

Campus Operations Interns are self-starters, problem-solvers, attentive to details, and gifted with people. This internship will involve everything from nitty gritty details behind the scenes, to large-scale events for all of Red Rocks Church. Aspects of the Campus Operations internship will include: internal and external campus communication, pastoral moments with the congregation mid-week and during weekend services, interacting with the congregation via phone/email/dm, building relationships among volunteers, interacting with congregation members regarding financial assistance, and event management for all-RRC events such as Christmas, Easter, Baptisms and campus events.

**Care Ministry**

An intern in the Care Ministry will actively assist the needs of Red Rocks University, Recovery, Supports Groups, and general Care related office work. An intern’s role in these ministries is crucial as he or she helps with anything and everything from organizing logistics to launching classes. Typical schedule expectations include participation in all Care events, lunches, dinners, and celebrations along with Youth, Young Adults, and Sunday or Saturday service responsibilities. This internship will advance skills in online programming, proactive and reactive care, volunteer coordination and support, and much more. The Care Ministry intern will also gain experience caring for people in times of need through counseling, funerals, weddings, and hospital visitations. Below are short descriptions of Care’s three ministries.

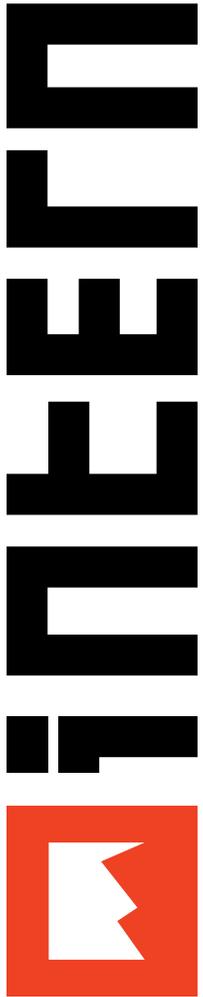
- Red Rocks University offers a wide variety of classes that educate and assist people in navigating various stages of life.
- Recovery is a Christ-centered 12-step program for anyone battling specific life issues.
- Support Groups are topic specific Life groups that address a variety of different needs and demographics within our congregation.

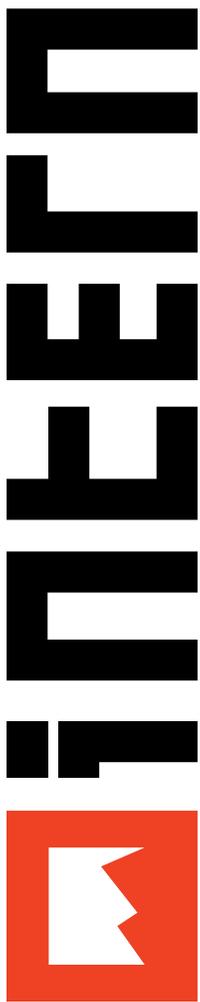
**Creative Design**

The Creative Internships are collaborative positions that work in an open-office environment with all Creative team members to produce various assets for the church. The Creative Team supports all campuses and ministries from a central level. Creative intern roles include ministry support, weekend experience, large holiday services, special events (i.e. worship nights, baptisms, women’s conference, etc) and also entail running errands, building furniture, picking up apparel, etc. Above all, creative interns require a servant’s heart and the ability to take direction. The emphasis of the Design internship is on design creation in the forms of print, digital, web, environmental, and stage. An intern must be proficient in Photoshop, Illustrator, and InDesign. Design interns will assist on photo shoots, video production, and procuring equipment and props may be needed. While this internship gives experience in these areas, we cannot guarantee that intern-created assets will be used on a Sunday.

**Creative Social Media and Communication**

The Creative Internships are collaborative positions that work in an open-office environment with all Creative team members to produce various assets for the church. The Creative Team supports all campuses and ministries from a central level. Creative intern roles include ministry support, weekend experience, large holiday services, special events (i.e. worship nights, baptisms, women’s conference, etc) and also entail running errands, building furniture, picking up apparel, etc. Above all, creative interns require a servant’s heart, the ability to take





direction, be self-motivated, and have the ability to switch directions and change quickly. The emphasis of the Social Media and Communication internship is to help maintain, develop, support, and ultimately improve a Social Media presence and vision on behalf of Red Rocks Church. This intern must be familiar with all social media platforms, basic marketing strategy, external communication, and good with verbiage and constructing written content. He or she will work directly with the Communications and Marketing Team Lead to create and execute social media campaigns surrounding weekly communication and events as well as assist in writing verbiage for the website, app and other written pieces. The ideal intern must be articulate, have strong writing, spelling, and grammar skills and will fit and/or take on the Red Rocks voice.

### Creative Video and Photography

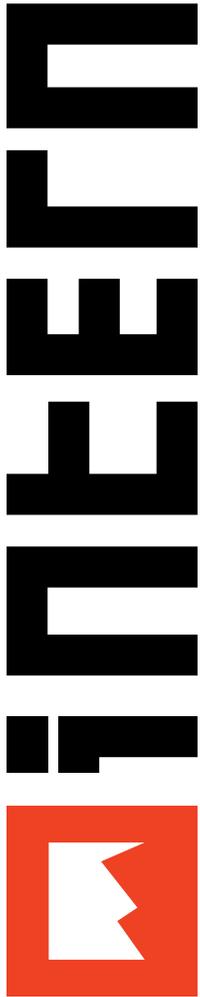
Creative Internships are collaborative positions that work with Creative Team members in an open-office environment to produce various assets for the church. Since the Creative Team supports all campuses and ministries from a central level, Creative intern roles include everything from ministry support, weekend experience, large holiday services and special events (i.e. worship nights, baptisms, women's conference, etc.) to running errands, building furniture/props, and picking up apparel, etc. The emphasis of the Video and Photography internship also includes participating in the conception, administration, collaboration, and production of visual content as well as engaging and supporting Creative volunteers. Creative experience (with photography and video specific skills) is always a plus, but above all, excelling as a creative intern is about the willingness to serve others with a teachable attitude. Project requests, deadlines and filming schedules fluctuate often which means interns applying for this position will need to maintain a flexibility that includes working outside of regular hours. This internship provides many opportunities to learn and grow in all aspects of the creative field!

### Groups

The Red Rocks Groups Internship is focused on developing leaders for the sole purpose of making disciples of Jesus. Each weekend, thousands of people stream through the doors of every campus, sit in rows and are met by God's truth and His great love. But what they do next matters most. We want to engage every person to live out the life to which Jesus calls His disciples. At Red Rocks Church, our leadership desires to make those weekend service rows into circles where people will grow in their relationship with God and with others. Each week, we have over 4,000 people meeting in homes as part of our Groups Ministry. Due to the number of people as well as those deeply desiring community, there is a need for constant new leadership development. As an intern you will serve in a high-level capacity alongside our Campus Groups Ministry Leads and Groups Team Lead. You will play an active role in developing and training new leaders, planning and organizing Groups events, as well as helping grow the Groups ministry here at Red Rocks Church.

### Information Technology

The Information Technology internship focuses on supporting the entire church's IT and database needs. An Information Technology intern not only needs to be technically-minded, but also passionate about church ministry. This internship is behind the scenes and focuses on supporting all campuses throughout the week and during services on the weekend. As an intern you will work closely with the staff to troubleshoot issues that come up on the weekend, respond quickly to needs and keep things running smoothly to support each ministry's work.



### Kids

Kids Rock is multi-faceted ministry. From preparing small group activities to setting up rooms to building into volunteers to central and campus meetings to rehearsals and programming, everything is about what we call “the Superbowl.” That’s every weekend when over 1,500 kids arrive at all our campuses, a place where hundreds of volunteers serve and help kids to know and love Jesus. Thus the internship is equally multi-faceted. Interns who choose to be a part of Kids Rock will learn every aspect of this ministry and more. Our desire to is not only envelope our interns into the ministry but to do all we can to grow them in their respective gifts and in leadership. So come be a part of one of the most life changing ministries in the church.

### Live Production

The Red Rocks Production Internship is focused on supporting technical arts needs church-wide. Interns will work under campus and central production staff in learning many aspects of production in audio, video, and lighting. Interns will assist in weekly services, big projects, upgrades, installs of equipment and learn to troubleshoot gear. Interns may also be given a chance to oversee the technical execution of weekend services. This internship supports the technical and creative side of execution for all ministries. This includes but is not limited to the Weekend Experience, Youth, Young Adults, MOPS, retreats, worship nights, baptisms, and special events.

### Outreach

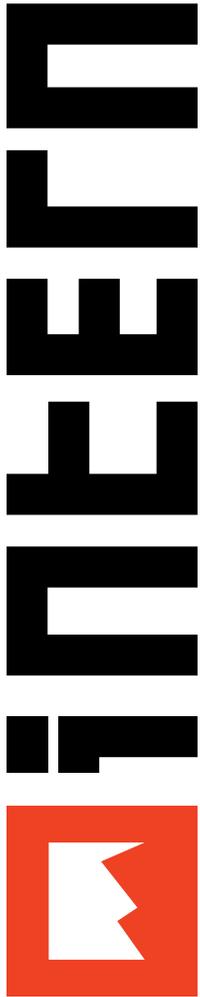
Red Rocks Outreach exists to make Jesus known by creating compelling opportunities to love others through service. Each year Red Rocks Church partners with church plants and organizations internationally and locally to help meet the needs of their communities. As an Outreach intern, you will work alongside church staff to identify community needs and mobilize the church body to partner with existing organizations to resource and serve those needs in a local city context. Outreach interns will seek out, develop, and maintain relationships with designated non-profits, and help organize and lead service projects/opportunities. You will experience everything from behind the scenes logistics and project organization to praying, serving, and loving on those in all seasons of life. Interns are expected to be self motivated, organized, and people-oriented leaders who have a passion for outreach.

### Serve Team

The Serve Team Internship focuses on the volunteer ministries of Red Rocks Church, which lead the weekend experience in order to make Heaven more crowded. This internship revolves around the Serve Team volunteers and week to week operations at each RRC campus. Aspects of this internship will include: volunteer management, volunteer event preparation, building relationships among volunteers, and event support for all-RRC events such as Christmas, Easter, retreats, and Baptisms. Interns are expected to be self-starters, problem-solvers, and good with people. This internship will involve everything from nitty gritty details behind the scenes, to large-scale events for all of Red Rocks Church.

### Sports

As a Red Rocks Sports Intern, you will be equipped to work within an area of the church that not only encourages spiritual pursuit, but does so through the platform of athletics. A couple of our core values include the administration of dynamic sports leagues, as well as serving the community. As an intern you will be given the opportunity to manage these events on your own, ministering to many of our unchurched participants. The Sports department runs leagues at night and on weekends. Therefore, a Sports intern must have a flexible schedule to run events outside of regular work hours.



### Worship

The Red Rocks Worship internship is devoted to the training, equipping and development of worship leaders. Interns will gain ministry experience at a multi-site church on a campus level. They will learn how to facilitate worship environments in a variety of avenues, ranging from Youth, Young Adults, and Weekend services. Red Rocks Worship interns will be expected to utilize technology to create connections for the congregation. They will learn in an atmosphere that values production, personal songwriting, and recording. Throughout the internship there will be many opportunities to serve the worship department for all events such as prayer nights, ministry events, writing retreats, worship nights, etc. Those who are chosen for the internship will grow in skill, technicality, spiritually, songwriting, efficiently leading volunteer musicians, and humbly serving The Church.

### Young Adults

The Red Rocks Young Adult Internship is focused on furthering the mission of Red Rocks Young Adults (bringing home prodigal young adults) and building up interns who use their lives to further God’s kingdom. This internship is a rotation into every department of RRYA: administration, production and creativity, volunteer management, college outreach and branding, and Life Groups. Interns will help further the mission of each of these departments as well as execute the larger events such as Fall Retreat and the Red Conference. Interns are expected to facilitate and execute college outreach as well as add value to every facet of our ministry through brainstorming, labor and execution.

### Youth

The Red Rocks Youth internship focuses on training, challenging, and equipping interns to minister to 6th-12th grade students. It is geared toward those who are passionate about helping students meet Jesus. The internship provides opportunity to work with a specific campus team or with the central team which supports all campuses. Youth interns spend time developing relationships with students and volunteers, connecting with local schools, setting up for Wednesday nights, assisting in the planning and execution of all large youth events (outreach events, retreats and camps), as well as supporting the staff in any way possible.

## PRIMARY AREAS OF DEVELOPMENT

### Spiritual

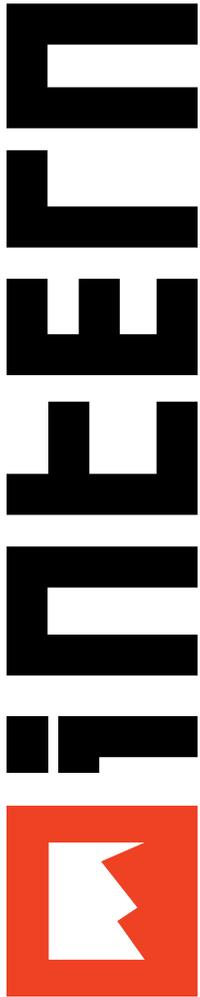
Interns will leave this program with a full understanding of what it means to be a follower of Christ. We believe here at RRC, that everything we do is in vain if Christ isn’t the centerpiece. You will learn what it means to pursue God through prayer, the Word, and your personal life. As an Intern, we want you above all else to be intimately acquainted with the voice of God.

### Personal

At the end of this internship our hope and prayer is that you become the best version of you. We will push you in your relationships, finances, time-management, communication, and abilities. We will constantly encourage you to identify areas in your life that God wants you to grow and work on.

### Leadership

RRC not only wants to grow you as a person, but we want to grow you as a leader. You will be given opportunities all throughout your internship to grow as a leader. Through responsibilities in your ministry area there will be intentional leadership development in the areas of attitude, conflict management & resolution, building & leading teams, program



management, special event planning, and learning to communicate purpose & vision.

### Ministry

Throughout this internship program you will gain both ministry experience & knowledge. Interns will be a part of all departmental and church staff meetings. You will begin to learn the ins and outs of church and departmental ministry. You will learn what it takes to shepherd the people in your ministry as well as volunteers. Interns can expect to grow in whatever area of ministry they choose to intern with.

### DETAILS

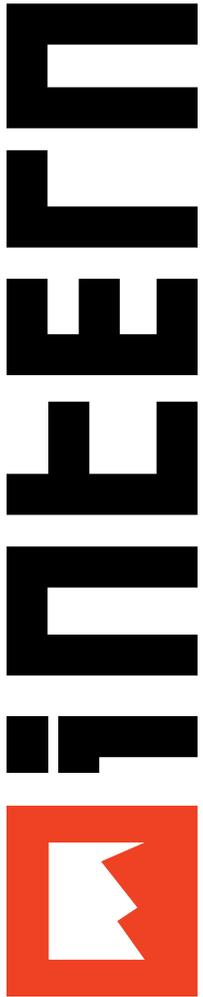
- Interns will serve for a period of 9 months and be required to work 40 hours per week, including the Sunday experience.
- Interns must be graduated from high school and in the age range of preferably 20-26
- Interns will take part in intern meetings and prayer, staff meetings within the church and their department, be a part of church-wide staff events and will be considered team members of RRC.
- Interns are NOT allowed to work part-time jobs because of the interference with the ministry hours at RRC.
- Interns are NOT allowed to attend school because of the interference with the ministry hours at RRC.
- Each intern should raise or have pledged a suggested \$5,000-\$10,000 before entering the program.
- There is a thorough interview process for interns to insure that every person is in a healthy place in their life to be focused on ministry and have the maturity to work well on a staff led ministry team at RRC.
- Interns will be personally challenged in every aspect of ministry and life. They will be equipped within their ministry area to learn how to humbly serve on a ministry team, which is the foundation for great leadership.
- 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 RRC at the end of their tenure.

### WHAT INTERNS CAN EXPECT @ RRC

#### Mondays - Thursdays

MORNING- Personal & Spiritual Development

- Interns should spend time every day in prayer and the reading of God's word. They will take intentional time to read the Word and the books that have been assigned by their specific ministry lead.



- Twice a week we will have our intern devotional.
- AFTERNOON- Vocational Development

**Weekends**

- ALL DAY- Servant-Hood Development
- Every weekend, interns will serve as the hands and feet of RRC. If they are not serving in a ministry capacity, they will serve in any way RRC needs: kids, serve teams, etc.

**WHAT RED ROCKS CHURCH EXPECTS OF INTERNS**

- To pursue and honor God with their lives
- To serve on a staff led ministry team
- To be personally challenged and equipped for ministry
- To develop their character and God-given abilities
- To be sent toward where God may be leading them

**INTERN REQUIREMENTS**

- Must be between the ages of preferably 20-26
- Must commit to the entire 9 months (August 9, 2021 – May 20, 2022)
- Willing to work a minimum of 40 hours/week, including the Sunday experience
- Must raise enough support for your living expenses for 9 months (suggested \$5,000-\$10,000)

**HAVE MORE QUESTIONS?**

- E-mail [Katie@redrockschurch.com](mailto:Katie@redrockschurch.com)