



**Internships & Leadership Development**

**At Ebenezer Baptist Church, one of our strategic plans is to develop future ministry leaders for God's kingdom.**

*Ephesians 4:11-12*

*Christ himself gave the apostles, the prophets, the evangelists, the pastors, and teachers, to equip his people for works of service, so that the body of Christ may be built up.*

**Our strategic plan states:**

We will invest in our future leaders, helping them discover, know, and grow their spiritual gifts. We will equip and train them and others to be effective leaders.

Therefore, the Ebenezer Internships & Leadership Development program is designed to help interns:

- Develop in Godly character.
- Discover and mature their ministry giftings.
- Learn practical ministry skills through experiences.
- Confirm their calling into ministry.

**Ebenezer Ministry Internship: Bible School Students and Non-Bible School applicants**

**Vision**

The Ebenezer Ministry Internship for Bible School Students seeks to give practical teaching and provide ministry experiences to those being theologically trained for the purpose of fine-tuning their ministry giftings and calling into ministry. For Non-Bible school applicants, our vision is to provide the same ministry experiences and practical teaching to those considering a possible future in ministry. Appropriate theological readings and reflection will be given to those applying as Non-Bible School applicants.

**Strategy**

An intern will be exposed to real-life ministry opportunities, in real-time. The pastoral staff of Ebenezer have designated areas of ministry in which they will provide teaching to our interns as well as ministry experiences. Interns will be exposed to ministry situations and learning and eventually be given opportunities to participate in ministry with supervision. In short, the strategy is a 'you watch me,' to 'do it with me,' to 'I watch you,' and then 'you do it' learning environment. An intern will have opportunity to engage with a wide scope of learning and experiences that typically come up in full-time ministry, but as giftings and callings are confirmed, some secondary and specialized learning and experiences will be provided to the best of our ability.

A Ministry Intern will be developed through intentional growth in the areas of:

- Character
- Teamwork
- Competency

While being built into these areas, a Ministry Intern will be expected to provide service to our church family with guidance from pastoral staff in the following areas of ministry:

- Shepherding
- Administration
- Communication
- Vision

## **Details**

A ministry intern requires 20 – 30 hours of their week to be in ministry. Timelines for the internship can be negotiated, but ideally, September to April (Or June) would allow for a full ministry year experience within a church context. Ministry interns at Ebenezer will be paid a monthly stipend.

## **Supervision of Interns**

Two main pastoral staff will supervise our interns. However, several of the pastoral staff will oversee, teach, provide ministry opportunities, and model the life of ministry to our interns.

The two main pastoral supervisors will oversee the infrastructure of the internship throughout the year, which includes:

- Filtering applications
- Properly onboarding interns
- Casting and maintaining the vision of the internships
- Helping choose assignments for interns
- Troubleshoot any challenges that may arise
- Ensure ongoing mentorship meetings of interns are occurring

### **Potential Internship Activities**

While there may be interns with a specific focus and desire of area for ministry, at Ebenezer, our interns will receive a wide range of ministry opportunities alongside their focused area.

These areas can and will include:

- Worship planning, preparation and involvement on Sunday Mornings
- Preaching/Speaking at church ministries such as children, youth, young adults, at other events or seminars, and even on a Sunday morning if the opportunity presents itself
- Shadowing church board and/or other committee meetings
- Pastoral visits and conversations
- Various administrative tasks related to ministry
- Providing assistance or organizing volunteers for different ministry projects

### **Applying for Ebenezer Internships**

If you are interested in an Ebenezer internship, please follow the application instructions on our website, [ebenezerbaptist.ca](http://ebenezerbaptist.ca), under the tab of 'Ministries' and 'Internships.'

We require all applicants to provide a resume and a one-page letter of consideration stating the following details:

- Name of Bible School you are attending, year of program and focus of major
- Area of work you are doing if applying as a Non-Bible School student
- Why you believe you would be a good fit for this internship
- What you will hope to gain through this internship process

Please submit your resume and the one-page letter of consideration to [internships@ebenezerbaptist.ca](mailto:internships@ebenezerbaptist.ca) by March 15<sup>th</sup>, 2026

Questions may also be directed to [internships@ebenezerbaptist.ca](mailto:internships@ebenezerbaptist.ca) .