

Internship Guidelines for Youth Ministry Supervisors

Thank you for being willing to supervise one of our ministry minor students in the youth ministry track. In general, Hope's expectation is that an internship will involve both observation and participation: your student intern should be given the opportunity to observe key aspects of youth ministry *and* to participate in and provide leadership for some of those aspects.

We asked several youth ministers what they believed to be important goals to enable students to learn some of the basics of youth ministry. We have summarized these below in an effort to help you create the best possible internship experience for your student. We hope that by the end of their internship and their time in the Studies in Ministry minor, students will have the wisdom, knowledge, and experience to meet these learning goals.

- Learning Goal: The intern will know how to identify and be guided by a biblical mission or vision for the youth ministry entrusted to his/her care.
 - The supervisor will be able to articulate the mission or vision that guides his/her role as a youth minister. If not explicitly known, the supervisor will undertake the process of identifying a mission/vision for the youth ministry.
 - The student will be given the opportunity to understand the mission or vision of the youth ministry and/or to participate in and assist in identifying a mission or vision.

- Learning Goal: The intern will understand the importance of developing relationships with youth and being involved in their lives.
 - The supervisor should demonstrate the importance of cultivating relationships and of being visible at school, at important events, and at church.
 - The student should be encouraged to develop relationships with youth in the youth ministry by being present at their schools, attending events in which they are involved, and being involved at church.

- Learning Goal: The intern will be able to lead a team of staff and/or volunteers and facilitate lay leadership
 - The supervisor should model leading and coordinating a team of staff and/or volunteers. This will involve facilitating team meetings and encouraging lay involvement with youth.
 - The supervisor is encouraged to give the student the opportunity to lead a team meeting.

- Learning Goal: The intern will be able to involve parents in the youth ministry and encourage parental involvement in the faith lives of their children.
 - The supervisor should encourage and model the development of healthy relationships with parents as a part of youth ministry. The supervisor may provide resources to parents to help them engage with their children in areas of faith and discipleship.
 - The student should observe the supervisor in these efforts and, if appropriate, be given the opportunity to communicate and work with parents.

- Learning Goal: The intern will know what is involved in planning and facilitating weekly ministry, including large group events and small group Bible studies.
 - The supervisor will model the planning and administration that goes into large group gatherings, Bible studies, Sunday school, and any other regular weekly events of the ministry.
 - The intern should observe the planning that goes into weekly ministry, including large group events and small group Bible studies. The intern should be given the chance to lead a Bible study and to plan an “up front” event.

- Learning Goal: The intern will know how to plan and organize a bigger project, retreat, or mission trip.
 - The supervisor will model the planning and administration that goes into a project or trip.
 - The student will be given the opportunity to plan an event or trip or help administer the details of a trip that the supervisor is planning.

- Learning Goal: The intern will understand the importance of administration to youth ministry; the intern will have the skills to do administration and the theological framework to view administration positively.
 - The supervisor will allow the student to understand different administrative details that are involved in youth ministry, ranging from coordinating volunteers and staff to planning events to communicating with parents and the church to working with budgets and forms.
 - The student will observe and, where appropriate, be involved in helping with these details.

- Learning Goal: The intern will know how the youth ministry relates to the larger church of which it is a part, if it is a church-based youth ministry.
 - The intern should regularly attend the church services of which the youth ministry is a part.
 - The intern should observe and participate in at least one church staff meeting, if he/she does not attend them regularly as a part of his/her internship.

- Learning Goal: The intern will be able to evaluate youth ministry programs and whether they are meeting their goals.
 - The supervisor could evaluate the youth ministry programs under his/her care.
 - The student could be allowed to participate in the evaluation process.

As you progress through the year with your intern, you are encouraged to identify his/her strengths and weaknesses in ministry. Telling your interns what you perceive to be their gifts and areas where they could be used in ministry is a great gift to them! Thank you for being a part of this important process of discerning God's call in their life.