



# Vocational Ministry Apprenticeships at North Hills Church

At North Hills church we take Christ's commission to the church seriously. It is our desire to make disciples, who go and make more disciples, building up the local church. One aspect of fulfilling this mission is for each church to develop ministry leaders for the local church: men and women who have a passion for reaching this world with the Gospel of Jesus Christ.

This is more than an internship. We are not looking for free student labor, as a ministry apprentice at North Hills church, you will operate as a member of the NH staff, training alongside our team while stewarding a distinct ministry opportunity. It is my goal as Lead Pastor of our church to give you relevant experiences to compliment your education and develop leadership and shepherding skills. As part of our church staff team you will be continually challenged in your leadership, and the soft skills that compliment your ministry projects.

Pastoral and shepherding development is the heart of our ministry. You will be involved with pastors and ministry leaders "up close and personally" as they function within the church. At the end of the program, you'll possess the experience, insights, and skills necessary to successfully step into full-time vocational ministry, whether as a pastor, missionary or ministry director. Through our program we can bestow a job title upon your efforts that can propel your resume and additional references based on working alongside you that will launch your job search upon graduation.

So if you're called to vocational ministry and want to be intentionally challenged in a gospel-saturated setting, please contact us via our website [NHCOG.com](http://NHCOG.com) and fill out the apprenticeship form.

God Bless,  
Pastor Zach Schifferer



# Overview

Below you will find the basic layout of job descriptions for North Hills Church Apprentices. The Apprentices first and foremost report to the lead pastor and then to their respective ministry coach(es).

## Apprentice Expectations

- Apprentices are men and women above the age of a High school graduate with significant ministry experience who desire to pursue vocational ministry and are seeking to be developed towards that end. Our apprentices are typically pursuing their bachelor or graduate degrees.
- Apprentices are expected to attend weekly Team meetings on wednesdays at 12:15pm for participation with our staff and leadership development.
- Each year there will be one Ministry Conference attended by the staff and apprentices that will have to be budgeted for by the apprentice and scheduled with any professors if applicable.
- Because apprentices work 15-20 hours a week and have a high level of ownership in their respective ministries they are considered to be a part of the North Hills staff team. Integration into staff culture is expected from the apprentice and the North Hills staff are expected to treat them as an integral part of the ministry.



# Apprentice Ministry Description

The vast majority of the Apprentices' experience will be defined by the individual's ministry field (e.g. Teaching ministry, Special Needs ministry, women's ministry, men's ministry, etc.). Each Ministry description is written to include what you can expect to experience and learn as well as what you are responsible for in your respective position.

- The methodology of the apprenticeship is in an “observe, assist, debrief, and own” model as each apprentice works in close proximity with full-time staff. Apprentices will observe what full-time staff does (i.e. their personal ministry coach) while being handed ownership over some aspect(s) of the particular ministry they have been placed in.
- The hourly expectation of Apprentices is 15-20 hours a week ( including training, and meetings)

## Further Details

**Where:** North Hills Church of God

**When:** New apprentices start on a candidate by candidate basis.

**Duration:** typically 9-10 mo.

**Time Commitment:** 15 -20 hours/week

**Cost:** There is no direct cost for this program outside of what naturally occurs for your commute, clothing, meals etc.

**Compensation:** Hourly at a rate of \$15/hour or commensurate with experience.



## 6 Pathways

### 1. Media & Tech

- a. Reports to Ashley
- b. Learn to use sound booth equipment
- c. Learn to use ProPresenter
- d. Learn to use Live Stream equipment
- e. Learn to minister to online church go-ers
- f. Develop social media strategies

### 2. Worship Arts

- a. Plan & execute weekly services
- b. Learn to use planning center
- c. Volunteer recruitment
- d. Pastoring your worship team
- e. Learn to operate production tools
- f. Learn how to prepare for Sunday services
- g. Stage time
  - i. Worship band/singing
  - ii. Leading worship
  - iii. Pastoral moments

### 3. Mommy's Ministry (1 spot)

- a. Curriculum management (preK)
- b. Volunteer recruitment and management
- c. Pastoral care
- d. Launch "Mommy mornings"
- e. Help put on events like Women's Breakfasts and Mom's Night Out

### 4.



5. Elementary, Students, Special Needs (1 spot)
  - a. Volunteer recruitment and management
  - b. Curriculum management
  - c. Pastoral care
  - d. Develop something for special needs kids/students
  - e. Help put on events like Fall Kickoff, Halloween and student events
  
6. Preaching Team
  - a. Sermon series development
    - i. Learn how to engage with congregation to develop effective, timely, and impactful messages
  - b. Sermon coaching
  - c. Live teaching opportunities on stage
  - d. Sermon cohort participation focused on giving and receiving feedback to/from others
  
7. Fathers Ministry
  - a. Man camp
  - b. Family campout
  - c. Social media of SOC
  - d. Surge of Courage weekly programming.
  - e. SOC Content management

## Application Process

If you are interested in applying for one of our apprenticeships, please visit our website at [NHCOG.com](http://NHCOG.com) and select the apprenticeship tile where you can fill out a contact form or you can use your phone to scan the QR code below.





NORTH HILLS CHURCH