



MERCY ROAD CHURCH
CARMEL

Job Title: Fall Next Gen Leadership Lab Intern (Fall 2025: 10/12/25-1/3/26)

Status: Unpaid, 12-Week Internship Program (10–15 hours/week)

Supervisor: Next Gen Pastor (with assigned Staff Mentor based on ministry emphasis)

About Mercy Road Church

Mercy Road Church exists to see people far from God disciplined into a passionate relationship with Jesus. We believe that we are all "on mission" and that the church is not a building, but a movement of people empowered by the Holy Spirit to bring transformation to our communities. We are committed to raising up the next generation of Jesus followers and developing future ministry leaders.

Summary Description

The **Next Gen Leadership Lab** is a 12-week, hands-on internship experience designed to equip future leaders with real ministry experience, spiritual development, and personalized coaching. Interns will choose an area of emphasis – **Mercy Kids** (birth–5th grade) or **Mercy Students** (6th–12th grade) – while being exposed to the full Next Gen ministry pipeline. The program blends learning, shadowing, leadership practice, and reflection to give interns a meaningful foundation for future ministry and leadership roles.

Program Objectives

- Grow in your personal walk with Jesus and discover more of who He created you to be.
- Gain insight into the strategies, tools, and rhythms of real-life ministry.
- Experience both the backstage and frontlines of church leadership.
- Receive personalized coaching and participate in leadership development.

- Contribute to the mission of Mercy Road Church by serving and leading with passion.
-

Internship Elements

1. Sunday Ministry Experience (5 hrs/week)

- Serve in Mercy Kids or Mercy Students environments during weekend gatherings
- Participate in team huddles, classroom leadership, guest follow-up, and logistics
- Observe and reflect on what makes ministry environments effective

2. Learning & Development (3–5 hrs/week)

- Weekly focus areas: safety, curriculum, volunteer leadership, parent engagement, and more
- Engage with training materials (videos, articles, podcasts) and sit in on team discussions
- Complete personal assessments (e.g., StrengthsFinder, Enneagram, Myers-Briggs, Spiritual Gifts)

3. Practice & Project Work (2–3 hrs/week)

- Take on ministry assignments like event prep, content creation, or volunteer training tasks
- Develop a final project that leaves a lasting impact on Mercy Kids or Mercy Students

4. Staff & Team Participation (1–2 hrs/week)

- Attend staff meetings, planning sessions, and ministry-specific team gatherings
- Participate in leadership conversations and contribute where appropriate

5. Mentor Meeting (30–60 min/week)

- Weekly one-on-one with your assigned mentor to reflect, ask questions, and receive feedback
 - Discuss weekly focus content and your personal growth plan
-

Intern Profile

Ideal candidates for the Next Gen Leadership Lab are:

- Passionate about following Jesus and growing in spiritual maturity

- Exploring a potential call to ministry or leadership
 - Hungry to learn, ask questions, and contribute in meaningful ways
 - Team players with a teachable spirit and servant-hearted posture
-

Internship Terms

- **Unpaid Internship:** This position is volunteer-based and intended for ministry training purposes only
 - **No Employment Guarantee:** Completion of the program does not guarantee future employment at Mercy Road Church
 - **Code of Conduct:** Interns are expected to uphold Mercy Road's values, policies, and safety procedures
 - **Schedule Flexibility:** Hours and responsibilities may be adapted based on availability and ministry needs
-

What You'll Walk Away With

- Real-life experience in your chosen ministry focus area
 - A broader understanding of Next Gen ministry strategy and execution
 - Growth in your leadership, communication, and team-building skills
 - Deeper spiritual formation and clarity on your calling
 - A final project you can showcase for future ministry or leadership opportunities
-

The Next Gen Leadership Lab is more than a program – it's a launching pad. You'll gain tools, relationships, and experiences that prepare you to lead with confidence, serve with compassion, and follow Jesus wherever He leads.