



LEADERSHIP INTERNSHIP

Developing the Next Generation of Leaders

Mountaintop Church

Mountaintop Church is a vibrant, growing, non-denominational church in the beautiful foothills of Birmingham, Alabama. Since its beginning, Mountaintop has existed to **invite and equip people to follow Jesus**. We believe the Gospel changes everything, so we strive to make sure there is **nothing louder than the Gospel** in everything we do.

You'll find a relaxed, welcoming environment where people from every background can explore faith, build authentic relationships, and discover their next step with Jesus.

We often say, "**God is FOR you. We are FOR you. Let's be FOR Birmingham.**" That's not just a slogan. Those words shape the way we **love** our city, **serve** our neighbors, and **welcome** people into our church family.

Mountaintop is passionate about developing disciples and raising up leaders.

Whether someone is taking their very first step toward Jesus or preparing to lead others, we want to help them continue growing. We believe healthy churches are built by healthy leaders, and one of our greatest joys is investing in the next generation.

One of our core convictions is that **leadership is discipleship in action**.

We believe one of the greatest ways we can impact the Kingdom is by identifying the God-given potential in people, encouraging them, and helping them take their next step in leadership.

We invest in people because God is in the business of using ordinary people to accomplish His mission. That commitment shapes everything from our staff culture to our volunteer teams, leadership development, and internships.

Leadership Internship

The Mountaintop Leadership Internship is an opportunity to discover how God has uniquely gifted you, grow as a leader, and make a meaningful impact in the lives of others.

Our desire is simple: to help develop healthy, Christ-centered leaders who love Jesus, love people, and are prepared to serve wherever God leads. Whether your future is in vocational ministry, business, education, healthcare, or another profession, we believe God uses faithful leaders to influence every corner of our world.

As an intern, you'll serve alongside experienced ministry leaders who are committed to investing in you. You'll gain hands-on ministry experience, receive personal coaching and discipleship, develop practical leadership skills, and get a behind-the-scenes look at how a healthy, growing church functions.

You'll have opportunities to contribute to meaningful ministry.

Along the way you will build lasting relationships as you discover what it looks like to lead with humility, excellence, and a heart for people.

We don't expect you to have everything figured out. We simply ask that you come ready to learn and grow. If you're willing to invest in the experience, we'll invest in you.

Our hope is that you don't just walk away with something to add to your résumé. We pray that your time at Mountaintop Leadership Internship place will challenge, encourage, and equip you to follow God's calling on your life.

We're looking for students who are:

- Growing in their relationship with Jesus
- Passionate about serving people and the Church
- Teachable and eager to learn
- Team players who enjoy collaborating with others
- Flexible and willing to jump in wherever needed
- Self-starters who take initiative

Previous ministry experience is not required. We're far more interested in your character, your willingness to learn, and your desire to follow Jesus than your résumé.

At Mountaintop, we want to help develop disciples who will faithfully lead wherever God calls them.

Internship Information

Duration	6 months (3 in the Fall, 3 in the Spring)
Compensation	\$500 per month
Weekly Commitment	Approximately 15–20 hours per week, including ministry responsibilities, meetings, weekend serving & leadership development

Leadership Development Cohort

One of the most unique parts of the Mountaintop Internship is that every intern, regardless of ministry area, participates in a monthly Leadership Development Cohort.

When: Fourth Tuesday of each month

These gatherings are designed to help interns grow beyond their ministry assignment. You will have opportunities to develop leadership character and theological foundation alongside your peers. Expect guest speakers, ministry leader conversations, book discussions, ministry roundtables, and practical leadership workshops.

What Every Mountaintop Intern Can Expect

No matter which track you join, by the end of your internship you will have had the opportunity to:

- Grow in your relationship with Jesus Christ
- Develop practical leadership skills
- Learn how a healthy local church functions
- Build relationships with ministry leaders
- Receive intentional coaching and mentorship
- Serve alongside staff and volunteers
- Gain real ministry experience in your chosen area
- Participate in leadership development alongside fellow interns
- Discover and develop the gifts God has given you for ministry and leadership

Internship Tracks

Every intern will serve in one of five tracks, each led by an experienced ministry leader who is personally invested in their growth.

- Creative
- Worship
- College
- Students
- Kids

INTERNSHIP TRACKS



Creative Track

Supervisor: Jake Davis, Creative & Digital Pastor

VISION

The Creative Track is for students who love using creativity, communication, technology, and storytelling to help people engage with the mission of the Church. Interns will gain real experience creating content, supporting communications, and helping tell the story of what God is doing at Mountaintop.

OPPORTUNITIES INCLUDE HANDS-ON EXPERIENCE IN ONE OR MORE OF THESE AREAS

- Graphic design
- Content creation
- Filming and video editing
- Digital ministry
- Communications

SKILLS YOU'LL DEVELOP

- Creative collaboration
- Project management
- Storytelling
- Communication
- Digital ministry strategy

Worship Track

Supervisor: Tracy Chang, Associate Worship Pastor

VISION

The Worship Track exists to develop worship leaders and production team members who want to use their gifts to help people encounter Jesus through excellent and authentic worship. Interns may specialize in either Worship Performance or Worship Production, while learning how every role — seen and unseen — contributes to a meaningful worship experience.

WORSHIP PERFORMANCE

- Vocal worship leadership
- Instrumental worship leadership
- Choir
- Music direction (MD)
- Planning Center management
- Volunteer scheduling
- Organizing charts and rehearsal resources

WORSHIP PRODUCTION

- Front of house audio
- Lighting
- ProPresenter (lyrics and graphics)
- Broadcast production
- Camera operation
- Service directing
- Backstage production

SKILLS YOU'LL DEVELOP

- Worship planning
- Team leadership
- Technical production
- Volunteer coordination

College Track

Supervisor: Luke Thompson, College & Young Adult Pastor

VISION

The College Track equips students to reach, disciple, and send out college students. At its heart, this internship is about building relationships and making disciples.

RESPONSIBILITIES

- Build intentional relationships with students on campus
- Share the gospel and invite students into the life of the church
- Encourage students in their relationship with Christ
- Assist with planning and executing First Tuesday Worship Nights
- Assist with monthly college events

SKILLS YOU'LL DEVELOP

- Evangelism
- Discipleship
- Leadership
- Event planning
- Ministry strategy
- Relational ministry

Student Ministry Track

Supervisor: Josh Power, Student Pastor & Garrett Brady, Middle School Director

VISION

Student Ministry Interns assist the Student Pastor and Middle School Director in investing in students, equipping volunteers, and helping create environments where students (6th–12th grade) can encounter Jesus and begin a lifelong journey with Him.

WEEKLY RESPONSIBILITIES

- Record attendance
- Coordinate volunteers
- Attend ministry meetings
- Lead volunteer huddles when assigned
- Host Sunday gatherings when assigned
- Enter new students into church systems
- Restock Volunteer Central and the snack bar
- Assist with weekly communication
- Support check-in

MONTHLY RESPONSIBILITIES

- Goal review
- Teach during student gatherings
- Create social media content
- Attend student extracurricular activities
- Invest relationally in students and volunteers

SKILLS YOU'LL DEVELOP

- Event planning
- Ministry strategy
- Relational ministry
- Organization
- Critical thinking
- Leadership
- Teaching
- Volunteer development and coordination

Kids Ministry Track

Supervisor: Melissa Sanderson, Family Ministry Pastor

VISION

The Kids Ministry Track is designed to equip future ministry leaders through hands-on experience in children's ministry, while helping families disciple their kids. Interns will learn to lead, organize, teach, and build ministry environments where children can know and follow Jesus.

RESPONSIBILITIES

- Assist and help lead kids ministry events (Family Game Night, Jingle Jam, Preschool Jam, Baby Dedication, and more)
- Prepare ministry environments
- Assist with lesson planning
- Teach in Preschool, Elementary, or Preteen environments
- Assist with volunteer scheduling
- Recruit and help onboard volunteers
- Organize and develop resources for parents
- Support family engagement initiatives

SKILLS YOU'LL DEVELOP

- Event planning
- Ministry strategy
- Relational ministry
- Organization
- Critical thinking
- Leadership
- Volunteer development and coordination
- Teaching

***This isn't just a season of service – it's a season of formation.
We can't wait to see how God shapes you through it.***