



## *Considering an internship at Saddleback Church?*

This means you have a desire to use your talents, gifts, and passions to accomplish something significant with us while learning and growing as a Christ follower. We'd love to be a part of your journey.

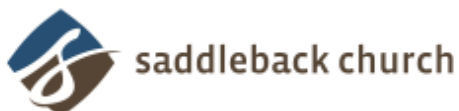
To apply for an internship, simply do the following:

1. Fill out the following application completely and accurately by typing directly into the form.
2. Read the Saddleback Church Intern Covenants. After you've agreed with them, enter your name to "sign" them.
3. Email the completed application and signed covenants to Kyle at [kylec@saddleback.com](mailto:kylec@saddleback.com).

Once we receive your application, we'll review it and contact you.

We look forward to hearing from you soon!

College Internship Program  
Saddleback Church  
1 Saddleback Pkwy, Lake Forest, CA 92630  
(949) 609-8242



# COLLEGE INTERNSHIP APPLICATION

Name \_\_\_\_\_  Male  Female Date \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Email \_\_\_\_\_ Cell Phone \_\_\_\_\_

## INTERNSHIP INTEREST

- |   |                                       |  |  |
|---|---------------------------------------|--|--|
| <input type="checkbox"/> Leadership       | <input type="checkbox"/> Video & Film | <input type="checkbox"/> Graphic Design              | <input type="checkbox"/> Journalism/PR     |
| <input type="checkbox"/> Social Media     | <input type="checkbox"/> Web Design   | <input type="checkbox"/> Marketing                   | <input type="checkbox"/> Editorial/Writing |
| <input type="checkbox"/> Spiritual Growth | <input type="checkbox"/> Accounting   | <input type="checkbox"/> Orphan Care/AIDS Initiative | <input type="checkbox"/> Worship Arts      |
| <input type="checkbox"/> Small Groups     | <input type="checkbox"/> Operations   | <input type="checkbox"/> Radio                       | <input type="checkbox"/> Editorial/Writing |
| <input type="checkbox"/> Missions         | <input type="checkbox"/> I.T.         |  |  |

## HOME CHURCH

Name of Church \_\_\_\_\_ Office Phone \_\_\_\_\_

Full Address \_\_\_\_\_

What ministries are you involved with? \_\_\_\_\_

## EDUCATION

High School \_\_\_\_\_

College/University \_\_\_\_\_ Expected Graduation Date \_\_\_\_\_

Major/Emphasis \_\_\_\_\_

Other Formal Training \_\_\_\_\_

## EMPLOYMENT HISTORY

A. Company \_\_\_\_\_

Phone Number \_\_\_\_\_ Dates Employed \_\_\_\_\_ to \_\_\_\_\_

Position \_\_\_\_\_ Responsibilities \_\_\_\_\_

Eligible for Rehire  Yes  No (If no, why?) \_\_\_\_\_

B. Company \_\_\_\_\_

Phone Number \_\_\_\_\_ Dates Employed \_\_\_\_\_ to \_\_\_\_\_

Position \_\_\_\_\_ Responsibilities \_\_\_\_\_

Eligible for Rehire  Yes  No (If no, why?) \_\_\_\_\_

## REFERENCES

### A. Spiritual Reference

Name \_\_\_\_\_ Relationship \_\_\_\_\_

Phone Number \_\_\_\_\_ E-mail \_\_\_\_\_

### B. Character Reference

Name \_\_\_\_\_ Relationship \_\_\_\_\_

Phone Number \_\_\_\_\_ E-mail \_\_\_\_\_

### C. Work Reference

Name \_\_\_\_\_ Company \_\_\_\_\_

Phone Number \_\_\_\_\_ E-mail \_\_\_\_\_

## CAREER EXPERIENCE

Explain your skills coming into the Internship Program \_\_\_\_\_

Explain what you desire to learn from the Internship Program \_\_\_\_\_

What are your top three strengths and your top three weaknesses?

#### Strengths

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

#### Weaknesses

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

## RELATIONAL EXPERIENCES

List two people who have had the greatest impact on your life.

A. Name \_\_\_\_\_ Relationship \_\_\_\_\_

Impact they had on your life \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

B. Name \_\_\_\_\_ Relationship \_\_\_\_\_

Impact they had on your life \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## SPIRITUAL GIFTS (SELECT TOP FOUR)

- |   |                                     |                                       |  |
|---|-------------------------------------|---------------------------------------|--|
| <input type="checkbox"/> Administration | <input type="checkbox"/> Evangelism | <input type="checkbox"/> Intercession | <input type="checkbox"/> Prophecy      |
| <input type="checkbox"/> Apostleship    | <input type="checkbox"/> Faith      | <input type="checkbox"/> Shepherding  | <input type="checkbox"/> Giving        |
| <input type="checkbox"/> Knowledge      | <input type="checkbox"/> Teaching   | <input type="checkbox"/> Leadership   | <input type="checkbox"/> Discernment   |
| <input type="checkbox"/> Service        | <input type="checkbox"/> Mercy      | <input type="checkbox"/> Wisdom       | <input type="checkbox"/> Encouragement |

## HEART/PASSION

What are your passions in life? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

What do you most wish you had in your life that you do not presently have? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

What would you most like to do, change, or try? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## PERSONALITY (PICK THE WORD FROM EACH SET THAT BEST DESCRIBES YOU)

- |                                      |    |                                      |   |    |  |
|--------------------------------------|----|--------------------------------------|---|----|--|
| <input type="checkbox"/> Competitive | or | <input type="checkbox"/> Cooperative | <input type="checkbox"/> Project-driven | or | <input type="checkbox"/> People-driven |
| <input type="checkbox"/> Extrovert   | or | <input type="checkbox"/> Introvert   | <input type="checkbox"/> Rigid          | or | <input type="checkbox"/> Relaxed       |
| <input type="checkbox"/> Routine     | or | <input type="checkbox"/> Variety     | <input type="checkbox"/> Get it done    | or | <input type="checkbox"/> Delegate it   |
| <input type="checkbox"/> Low risk    | or | <input type="checkbox"/> High risk   |   |    |  |

## SPIRITUAL EXPERIENCES

When did you begin a personal relationship with Jesus and how did that commitment change your life?

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## LEGAL AND LIFESTYLE CONCERNS

In caring for our members, we believe it is our responsibility to build a team that is able to provide healthy, safe, and nurturing relationships. Please answer the following questions accordingly. Any special concerns can be discussed individually with Saddleback staff.

- Will you commit to refrain from activities that could cause another believer to stumble, such as abusing prescription drugs, consuming alcohol, tobacco, or illegal drugs, or any activity that would bring into question your intentions or character?  Yes  No
- Have you read and committed to upholding the integrity of Saddleback Church through obeying the Staff's Ten Commandments?  Yes  No
- Have you read and do you agree with Saddleback Church's doctrinal statement?  Yes  No
- Have you ever gone through treatment for drug or alcohol abuse?  Yes  No
- Have you ever been arrested and/or convicted of a crime?  Yes  No
- Have you ever been accused or convicted of any form of child abuse?  Yes  No
- Is there anything from your past that may come up in the future about you that could hurt the ministry of Saddleback Church?  Yes  No

If yes to any of the above, please explain \_\_\_\_\_

If yes, have you seen a counselor?  Yes  No

As an applicant for Saddleback Church's College Internship Program, I agree to the following:

1. I understand that my acceptance is conditional until results of any tests of examinations or verifications, required by Saddleback Church, are known and verified.
2. I agree to submit to fingerprinting, if the position I am applying for results in interaction with anyone under the age of 18.
3. I certify that the answers given by me are true and correct.
4. I am aware that Saddleback Church may, without liability, terminate my internship because of false statements or omissions made in this application.
5. I authorize the entities and individuals named in this application to give relevant information regarding my application to Saddleback Church, including but not limited to, my employment history, work habits and character.
6. I understand that my internship will be "at will" which means that my internship may be terminated by Saddleback Church at any time, without cause.
7. I have read and understand the information regarding the internship and understand it is an unpaid internship.
8. I have prayed over this decision and discussed it with those my decision will impact.

Applicant's Signature \_\_\_\_\_ Date \_\_\_\_\_

# SADDLEBACK CHURCH INTERN COVENANTS

## CONVICTIONS COVENANT

### WE VALUE VOLUNTEERING

Our job as a staff is not to do the ministry, but to involve every member in ministry.

*"Their responsibility is to equip God's people to do his work and build up the church, the body of Christ..."*

*Ephesians 4:12 (NLT)*

### WE VALUE SERVANTHEARTEDNESS

People are not interruptions to your ministry. They are your ministry!

*"Your attitude must be like my own, for I did not come to be served but to serve..."* Matt. 20:28 (LB)

### WE VALUE DIVERSITY

Build on the strengths of those on your team so that their weaknesses become irrelevant.

*"Now here is what I am trying to say: All of you together are the one body of Christ, and each one of you is a separate and necessary part of it."*

*1 Cor. 12:27 (LB)*

### WE VALUE AUTHENTICITY

You don't have to be perfect to serve on this staff - but you do have to be authentic.

*"Therefore, since through God's mercy we have this ministry, we do not lose heart. Rather, we have renounced secret and shameful ways; we do not use deception, nor do we distort the Word of God. On the contrary, by setting forth the truth plainly we commend ourselves to every man's conscience in the sight of God."* 2 Cor. 4:1-2 (NIV)

### WE VALUE INFORMALITY

It is more important to be personal than professional!

*"You should be like one big happy family, full of sympathy toward each other, loving one another with tender hearts and humble minds."*

*1 Peter 3:8 (LB)*

### WE VALUE SIMPLICITY

We adhere to the "good enough" principle.

*"A pretentious, showy life is an empty life; a plain and simple life is a full life."*

*Prov. 13:7 (Mes)*

*"God made us plain and simple but we have made ourselves very complicated."*

*Eccl. 7:29 (GN)*

### WE VALUE FLEXIBILITY

Blessed are the flexible - for they shall not be broken!

We have made the decision that we value GROWTH over CONTROL!

*"No one puts new wine into old wineskins. The old skins would burst from the pressure...New wine must be stored in new wineskins."*

*Matt. 9:17(NLT)*

## **WE VALUE TEAMWORK**

We hate gossip.

We strive for humility.

*"When you do things, do not let selfishness or pride be your guide. Instead, be humble and give more honor to others than to yourselves. Do not be interested only in your own life, but be interested in the lives of others."*  
Phil. 2:3-4 (NCV)

## **WE VALUE CONTINUAL LEARNING**

Growing churches require growing leaders.

*"He who loves wisdom loves his own best interest and will be a success."* Pr. 19:8 (LB)

## **WE VALUE MARGIN**

Rest is not just a good idea, it is God's command.

*"It is senseless for you to work so hard from early morning until late at night...for God wants his loved ones to get their proper rest."* Ps. 127:2 (LB)

## **WE VALUE HUMOR**

We take God very seriously, but not ourselves.

*"Being cheerful keeps you healthy. It is a slow death to be gloomy all the time."* Pr. 17:22 (GN)

## **WE VALUE RISK TAKING**

Make at least one mistake a week. Just not the SAME mistake!

*"According to your faith it will be done unto you."* Matt. 9:29

**I am personally committed to Saddleback's Values.**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## **CONFIDENTIALITY COVENANT**

As a member of our team, you may hear or overhear private or sensitive conversations. Please know that anything confidential you hear should not be repeated. Information you are working with may also be private or sensitive in nature so please use your best discretion and judgment. What you "see" and "hear" in confidence here, stays here.

**I am personally committed to Saddleback's Confidentiality.**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

# BELIEFS COVENANT

## ABOUT GOD

God is the Creator and Ruler of the universe. He has eternally existed in three persons: the Father, the Son and the Holy Spirit. These three are co-equal and are one God.

*Genesis 1:1,26,27; 3:22; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:14*

## ABOUT MAN

Man is made in the spiritual image of God, to be like him in character. He is the supreme object of God's creation. Although man has tremendous potential for good, he is marred by an attitude of disobedience toward God called "sin." This attitude separates man from God.

*Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a; Romans 3:23; Isaiah 59:1, 2*

## ABOUT ETERNITY

Man was created to exist forever. He will either exist eternally separated from God by sin, or in union with God through forgiveness and salvation. To be eternally separated from God is hell. To be eternally in union with him is eternal life. Heaven and hell are places of eternal existence.

*John 3:16; John 2:25; John 5:11-13; Romans 6:23; Revelation 20:15; 1 John 5:11-12; Matthew 25:31-46*

## ABOUT JESUS CHRIST

Jesus Christ is the Son of God. He is co-equal with the Father. Jesus lived a sinless human life and offered himself as the perfect sacrifice for the sins of all men by dying on a cross. He arose from the dead after three days to demonstrate his power over sin and death. He ascended to heaven's glory and will return again to earth to reign as King of Kings, and Lord of Lords.

*Matthew 1:22,23; Isaiah 9:6; John 1:1-5, 14:10-30; Hebrews 4:14,15; 1 Corinthians 15:3,4; Romans 1:3,4; Acts 1:9-11; 1 Timothy 6:14,15; Titus 2:13*

## ABOUT SALVATION

Salvation is a gift from God to man. Man can never make up for his sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can man be saved from sin's penalty. Eternal life begins the moment one receives Jesus Christ into his life by faith.

*Romans 6:23; Ephesians 2:8,9; John 14:6, 1:12; Titus 3:5; Galatians 3:26; Romans 5:1*

## ABOUT ETERNAL SECURITY

Because God gives man eternal life through Jesus Christ, the believer is secure in salvation for eternity. Salvation is maintained by the grace and power of God, not by the self-effort of the Christian. It is the grace and keeping power of God that gives this security.

*John 10:29; 2 Timothy 1:12; Hebrews 7:25; 10:10, 14; 1 Peter 1:3-5*

## ABOUT THE HOLY SPIRIT

The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make men aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. The Christian seeks to live under his control daily.

*2 Corinthians 3:17; John 16:7-13, 14:16,17; Acts 1:8; 1 Corinthians 2:12, 3:16; Ephesians 1:13; Galatians 5:25; Ephesians 5:1*

## ABOUT THE BIBLE

The Bible is God's Word to all men. It was written by human authors, under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Because it is inspired by God, it is truth without any mixture of error.

*2 Timothy 3:16; 2 Peter 1:20, 21; 2 Timothy 1:13; Psalm 119:105,160, 12:6; Proverbs 30:5*

**I am personally committed to these biblical beliefs.**

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Signature

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Date

## LIFESTYLE COVENANT

This is a "Ministry Position" not a "job" for which you have applied. Because it is a Ministry Position you will be asked some questions as a part of the interview process that you probably would not be asked in a secular job. When the church hires a person they become a representative of the church both **on and off** the job. As representatives of the church we are under the scrutiny of the public at all times. Our church staff is held to a higher degree of accountability than members or attendees of the church.

As a Southern Baptist church we feel that your agreement with our theological beliefs is as important as the job skills that you possess. We want to make it very clear to you that theology and lifestyle are more important to us than job skills. We don't want to minimize your ability to perform administrative, music, accounting, computer, custodial or other tasks. However, we want to stress the importance of all employees being in harmony with the doctrines, beliefs, and strategy of the church. Our lifestyle standards for all church staff are high, based on our interpretation of Scripture, and adherence to the conduct standards as laid out in the Saddleback job application and policy manual are conditions of employment. We do not permit drinking of any alcoholic beverages, use of cigarettes or other tobacco products, gambling, or the use of illegal drugs or misuse of prescription drugs. We also expect sexual purity as outlined in Scripture. We value marriage above ministry and expect the same lifestyle standards from spouses as we do our staff. Infractions in any of these areas will result in termination of church staff. If you accept a position on the staff, we expect you to be active in a small group and a ministry while on staff at Saddleback, and to give a tithe as directed in the Bible. To summarize all the above and more: we expect all staff to live their lives under the Lordship of Christ.

**I am personally committed to Saddleback's Lifestyle.**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## COMMITMENT COVENANT

- **We commit time to one another.**  
We value relationships.
- **We commit to thanking one another.**  
We value appreciation.
- **We commit to listening to one another.**  
How can we pray?
- **We commit to sharing the vision with one another.**  
We value teamwork.
- **We commit to equipping one another.**  
We value resources and training.
- **We commit to caring for one another.**  
We value experience.

**I am personally committed to these "one another's."**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## SADDLEBACK STAFF TEN COMMANDMENTS

In order to uphold the integrity of our church and our staff, Saddleback has asked staff and interns to live by the follow standards.

1. Thou shalt not go to lunch alone with the opposite sex. \*
2. Thou shalt not have the opposite sex pick you up or drive you places when it is just the two of you.\*
3. Thou shalt not kiss any attender of the opposite sex or show affection that could be questioned.\*
4. Thou shalt not visit the opposite sex alone at home. \*
5. Thou shalt not counsel the opposite sex alone at the office, and thou shalt not counsel the opposite sex more than once without that person's mate. Refer them.
6. Thou shalt not discuss detailed sexual problems with the opposite sex in counseling. Refer them.
7. Thou shalt not discuss your marriage problems with an attender of the opposite sex.
8. Thou shalt be careful in answering emails, instant messages, chatrooms, cards or letters from the opposite sex.
9. Thou shalt make your co-worker your protective ally.
10. Thou shalt pray for the integrity of other staff members.

*\* The first four do not apply to unmarried staff.*

**I am personally committed to upholding these practices.**

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Signature

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Date