



Vision and Call Internship Program

Part-time internship of 12-15 hours weekly in Arrow's Abbotsford office.

1. Recruiting and Selection

Ideal candidates:

- Christian college students in third or fourth-year Bachelor of Business Administration, Bachelor of Marketing and Communications, or Bachelor of Graphic Design
- Demonstrate desire and passion to pursue experience in the Christian non-profit sector.
- Demonstrates character, competency, and calling aligned with Arrow Leadership's mission, vision, and values as well as the specific role and responsibilities outlined in each of the following intern positions.

Selection Source & Method:

- Hiring will incorporate application/resume, references, and interviews.
- Intern cycle runs May through December.

2. Experienced Leaders Engaged Mentoring

- Mentoring is a critical component of the Arrow intern program.
- Members of Arrow's Leadership Team will be engaged in mentoring interns.
- Interns will be exposed to leading experts when intensives of the Arrow Leadership Program either in person or through virtual delivery methods.

3. Apprenticeship Model of Learning

To intentionally incorporate an apprenticeship model of learning into the Arrow intern program, the internship will incorporate the following steps:

- a) Initial orientation to Arrow Leadership (e.g., ministry purpose, mission, vision and values) and to general office procedures.
- b) Training for each intern in their specific areas of responsibility so that they can fulfill their duties with confidence and competence.
- c) Interns will work closely with key leaders in their respective team to provide opportunities to observe and practice meaningful work critical to the team's success.
- d) Progressive evaluation and feedback on a regular basis so that each intern grows in their abilities.
- e) Opportunities and resourcing for continued development to grow responsibility and abilities over time.
- f) Recognition upon completion of the internship (e.g., certificate of completion, letter of recommendation, etc.) with the goal of successfully launching the intern into a career in the non-profit sector.

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4. Intentional Development of Vocation & Calling

We will incorporate an intentional emphasis on helping each intern discern and develop their vocational calling. To accomplish this, we are including the following elements into the internship:

Trimester One – Getting to know the role and growing in self-awareness.

- a) Assessments and coaching to understand motivators in personal and professional areas.
- b) Leadership development through personal reading, reflecting and reporting on Arrow resources: Who Am I?, Leading Me, Jesus Centered and Great Mentoring, and other related resources.
- c) Development of a Life Purpose Statement.
- d) Monthly 90-minute coaching session with a member of the leadership team.
- e) Quarterly coaching session on vocation, calling, and giftedness with an Arrow Leadership Team member.
- f) 1-2 multi-day attendance at the Arrow Leadership Program intensives to observe and learn from a collection of world-class trainers and coaches.
- g) Participation in weekly team meetings for the benefit of encouragement, connection and collaboration in a broader team context.

Trimester Two – Intentional role development and exploration of vocation and call.

- h) Reading and reflection of Arrow resources or other relevant resources.
- i) Monthly 90-minute coaching session with a member of the leadership team.
- j) Quarterly coaching session on vocation, calling, and giftedness with Arrow Leadership Team member.
- k) 1-2 multi-day attendance at the Arrow Leadership Program intensives to observe and learn from a collection of world-class trainers and coaches.
- l) Participation in weekly team meetings for the benefit of encouragement, connection and collaboration in a broader team context.

Trimester Three – Role review, reflection, celebration and transition

- m) Monthly 90-minute coaching session with a member of the leadership team.
- n) Quarterly coaching session on vocation, calling, and giftedness with Arrow Leadership Team member.
- o) Reflection on the awareness assessments.
- p) 1-2 multi-day attendance at the Arrow Leadership Program intensives to observe and learn from a collection of world-class trainers and coaches.
- q) Participation in weekly team meetings for the benefit of encouragement, connection and collaboration in a broader team context.

The outcome of these steps is to develop a clear vision for the future incorporating God's calling and special gifting toward that calling in the life of the intern.

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5. Significant Ministry Experience

As highlighted earlier, the Arrow intern program is a key factor in growing internal capacity for strategic growth for Arrow's overall ministry. Considering this, each intern role is vitally important to the ongoing success of the ministry and will provide the interns with an opportunity for meaningful work experience in a non-profit context. The Job Descriptions for the intern positions include important tasks critical to the overall success of Arrow Leadership.

6. Opportunities for Connection with Emerging Leaders in the Pacific Northwest

Growth and development do not take place in a vacuum. Thus, it's important for interns to interact and engage with other emerging leaders. To help facilitate this, Arrow interns will participate in the annual training and retreat events sponsored by the Murdock Trust as part of the Vision & Call program. Additionally, interns will have opportunities to interact with emerging leaders through attendance at intensives of the Arrow Leadership Program™ and other programs sponsored by Arrow Leadership.

Vision and Call Retreat: October 3-5, 2025 - Cascades Camp and Conference Center, Yelm, WA