



# FELLOWS



## ABOUT FELLOWS

Fellows is a year-long, full-time position focused on finding the right fit in ministry while exploring calling. During this 12 month commitment, Fellows take on meaningful ministry responsibilities while being developed by experienced leaders. We are committed to equipping a pipeline of young leaders who want to pursue ministry as a full-time career.

## WHO CAN BE A FELLOW?

- Serious Christ followers
- Young leaders interested in a career in ministry, including at Crossroads
- Qualifications
- Scholars Alumni
- Completed at least 1 internship at Crossroads
- Endorsement from Internship Manager or Mentor
- Continued active participation in Crossroads Church
- Candidates not currently living near a Crossroads location will need to relocate to participate in the program.

## WHAT ARE THE CORE COMPONENTS OF THE PROGRAM?

- **Hands-on Experience**  
Practical ministry responsibilities at a specified site or ministry, including exposure to various ministries.

- **Development**  
Regular intervals of equipping to prepare Fellows for perseverance in ministry and general professionalism.
- **Staff Coach**  
We assign a 1-on-1 coach who will help with navigating staff cultural norms and provide a safe space for processing.
- **Crossroads Community**  
For the duration of the fellowship there is an expectation of being a part of the Crossroads community, including: attending weekly services, finding a group, tithing, and regularly serving in a ministry.

## **PROGRAM FEATURES**

- 1 year program
- 40 hours a week, weekday and weekend responsibilities
- All Hands on Deck (AHOD) commitments for SuperBowl of Preaching, Easter, and Christmas
- Practical, hands-on experience
- Paid position
- Individualized Growth Plan, with weekly meetings with manager
- Continued Leadership training