



Crossover at Work Youth Internship

A Joshua generation infused with Daniel excellence.
Daniel 6:1-4

Welcome, Families

Our Crossover teens are ready for more than a seat on Sunday. This internship gives students in 9th grade and up a real place to serve, build real-world skills, and grow in character, all while adults who believe in them coach them. Interns do not teach. They serve behind the scenes and up front in hospitality, helping Crossover run well for our families.

Our Foundation

In Daniel 6:1-4, Daniel stood out from those around him because of his excellent spirit. He did not campaign for attention. His enemies looked for a mistake and found none, because he was faithful. Psalm 75:6-7 reminds us that promotion comes from God.

Our goal is for interns to learn to serve with that same spirit: faithful, honest, and excellent in the small things; Biblical principles in the marketplace.

How It Works

1. **Review the roles** below, including time commitments.
2. **Parent consent.** Complete the parent form, which includes the transportation commitment.
3. **Student application.**
4. **Interview** with Crossover leadership.
5. **Orientation.**
6. **Placement** in one role.
7. **Serve and log hours.** After each shift, students submit an online hours form, and their supervisor approves it.
8. **Monthly Marketplace Lab.** Professional development sessions, described below.
9. **Midpoint and final reviews** with the intern, a parent, and Crossover Directors
10. **Completion.** Interns receive an hours transcript and certificate, and a letter of recommendation if earned.

Program Duration: (12 weeks (to start at minimum with option to roll over))



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Intern Expectations

This is a real-world training ground, so we hold interns to a high standard. Your teen will serve families, work alongside adults and peers, and represent Christ, your family, WLC, and Crossover. We are looking for a teen who:

- Willingness to go deeper in the Word to see Biblical principles displayed through marketplace service
- Greets people warmly and treats every family with respect, putting teen customer service into action
- Shows up with a good attitude
- Is willing to get along and work with others, taking direction and asking for help
- Follows through on their commitments and communicates early when something changes
- Teachable and able to receive feedback well

Our Parent Ask

- Review the roles with your teen and agree on a realistic schedule.
- Commit to getting your teen to and from their shifts, or arrange safe transportation.
- Join the mid-point and final review conversations. Your voice matters.
- Tell us early when family schedules, such as sports, tournaments, or other commitments, will affect your teen's shifts.

Brief Overview of Time Commitments

- Interns serve in **one role at a time**. A minimum of **4 hours per week** (this depends on role).
- Per AZ Law - The hour limits set by [Arizona state law](#) and the federal Fair Labor Standards Act (FLSA) break down as follows: [\[1, 2\]](#)
 - **16 and 17 Years Old - Weekly limit: No hour restrictions. Details:** Teens in this age group can work unlimited hours per week, even during the school year, as long as the job is not legally classified as hazardous (such as mining or operating heavy machinery). [\[1, 2, 3, 4\]](#)
 - **14 and 15 Years Old - When school is in session: Weekly limit: Maximum 18 hours per week. Daily limit: Up to 3 hours per day on school days (and up to 8 hours on non-school days).**



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- **Time restrictions:** Cannot work during school hours, and cannot work before 7:00 AM or after 7:00 PM
- *Event weeks may reach more hours with parent approval. Interns notify Crossover Director at least 24 hours before a missed shift.*

What Interns Receive

- Real work experience for their resume
- Tracked, approved hours and an hours transcript
- Mid-point and final performance reviews, with parents included
- A certificate of completion
- A letter of recommendation for interns who complete the program
- Monthly **Marketplace Lab** sessions covering:
 - Work ethic and Daniel-style excellence
 - Resume and references
 - Professionalism, email, and interview practice
 - Customer service and hospitality
 - Entrepreneur principles
 - Money basics
- Opportunities to hear from local professionals and business owners

How Performance Reviews Work

At mid-point and at the end, supervisors score each intern from 1 to 4 on six traits: Excellence, Faithfulness, Integrity, Initiative, Teachability, and Teamwork and Respect. Interns complete a self-review, and parents share what they have noticed at home. We then meet for a short conversation that begins with strengths and sets one growth goal.

Ready to Apply?

Parent consent form: <https://wkf.ms/3WjevEM>

Student application: <https://wkf.ms/4yxu61j>

Questions? crossover@worshiplife.church