



Appalachia Reach Out
"Christ's Love in Action"

Internship Description & Application

Summer 2025

May 27th, 2025, - August 12th, 2025

PO Box 2147
Inez, KY 41224
(606) 298-7470
appalchiareachout.com

"His Hands, His Feet, His Heart, and His Mission"



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Summer Intern JOB DESCRIPTION

Background and summary of ARO and its mission:

Appalachia Reach Out (ARO) is a non-profit ministry established in Martin County, Kentucky in 1972 under the sponsorship of the Christian Reformed Church. What started with one woman who gave of her summers leading a summer reading program in one of the poorest areas of the country, led to a vibrant ministry that includes a Thrift Store, Food Pantry, hundreds of Work & Witness teams, Bible studies, Vacation Bible Schools, and construction projects in homes of those most in need. All these tasks were completed with one goal in mind—to share the message and love of Christ with those who need to hear it. During the last four plus decades those who have served have invested in hundreds, if not thousands, of people who call Martin County and the surrounding areas home. ARO's influence and impact is known throughout this part of the country and continues to establish itself as one of the leading ministries in addressing issues of rural poverty.

At the beginning of 2019, Dwayne Mills answered the call to become the Executive Director of ARO. Dwayne is a native of Martin County, Kentucky. He was born and raised in the mountains of Martin County for the first 9 years of his life. Eleven years ago, God placed a call for him and his family to move back to the mountains to serve the people of this beautiful area. In the summer of 2012, the Mills packed up their family and moved to serve in the heart of Appalachia. From June 2012-January 2019, Dwayne served as a full-time pastor in one of the local congregations. It was during this time Dwayne and ARO crossed paths. Through much prayer, discernment, and seeking after the heart of God it was evident the next step for Dwayne and his family was to step into his current role of ministry as the Executive Director.

"Christ's Love in Action" has been the heart of the ministry of ARO since its beginning days. This has never waned and continues to be our heartbeat as we serve some of the poorest people in the United States. This area of the United States is one of the poorest areas in the country. It was in 1964 that President Johnson stood on a porch down the road from our current campus and declared the War on Poverty. Not much has changed economically since that time, but this ministry has had a tremendous impact on the lives touched.

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ARO has a four-pronged approach: Education, Addiction Recovery Care, Work & Witness teams, and Community Engagement and Leadership Development.

Education –Having a good education and being invested in children from a young age are paramount to breaking generational poverty. ARO is honored to partner with the Martin County School District in a variety of ways throughout each school year.

Addiction Recovery Care (ARC) – In May 2019, ARO began an exciting partnership with ARC. ARO now hosts an ARC Outpatient treatment facility. ARC's mission is to have peace in knowing that we have done all that we can to provide world-class holistic care to those struggling with addiction by creating opportunities for each person served, employee, and stakeholder to discover their God-given destiny.

Community Engagement and Leadership Development – ARO holds being involved in our community as a priority, participating in community events such as annual festivals, school events, and Celebrate Recovery. ARO also works to inspire the rising generations to become leaders in our community by offering an annual teaching scholarship to local high school students. ARO also offers Summer Internship positions to students from all over who have completed at least 1 year of college.

Work & Witness (W&W) Teams – ARO continues to be a short-term mission site in the heart of Appalachia. Over ARO's rich history, W&W teams have been a key foundation to ARO's ongoing impact and influence in this part of the country. This part of the ministry continues to grow, with our busiest times being during our summers.

Find out more about ARO at www.appalachiareachout.com

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Duration and Time Commitment:

- Minimum 40 hours / week. Flexibility required.
- Internship runs **May 27th, 2025, through August 12, 2025 (11 weeks).**
- Off July 2-5 for Independence Day.
- Off five days of your choice (can be consecutive or split) throughout the summer with approval from Academic Director and Executive Director.

Purpose:

- Gain valuable compassionate ministry experience that will allow you to build relationships with a variety of people, including but not limited to:
 - People who are in recovery from a substance use disorder
 - People experiencing poverty and/or unemployment
 - Work and Witness volunteers from all over the USA
 - Children and the elderly
- Be mentored by ARO's Academic Director and Executive Director to engage in spiritual formation activities including guided reading of books relevant to missions and ministry in the church today.
- Discover how your gifts, abilities, and vocational callings can be utilized in ministry.
- Experience Appalachian culture and hospitality, and better understand the unique challenges the region faces, including rural poverty more broadly.
- Observe and participate in a small community's close-knit network by working together with churches, community leaders, local elected officials, addiction recovery centers, and the Martin County school district.
- Learn about balancing the demands of ministry with personal spiritual development, friendships, and the other responsibilities of life.
- "Do life together" with ARO staff and friends.

Qualifications:

- Must have a deep conviction and calling to work with one of the most impoverished areas in the United States. No matter your major (it doesn't have to be ministry!), there must be a desire to give of yourself in a very rural ministry setting in the heart of Appalachia.
- Be teachable, humble, and have a servant's heart.
- Be an example to others in Christian character and integrity.
- Be a self-starter as well as a team player.
- Possess gifts for ministry, such as teaching, leadership, compassion, administration, and others.
- Have completed at least one year of college (rising sophomore or higher).

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- Be able to provide own transportation to Appalachia Reach Out and have access to transportation during your three-month internship at ARO. (If this is a problem, it can be discussed during Zoom interviews)
- Dedication to ARO's mission to be Christ's Love in Action through being Christ's hands, feet, heart, and mission in all we do in ministry!

Job Description:

- Fully participate in the weekly summer ministry work with Work & Witness teams, ARO's Food Pantry (Wednesdays), ARO's Thrift Store and other responsibilities as assigned by the Academic Director.
- Attend Sunday worship and Sunday School in one of our local churches in Martin County each Sunday.
- Assist in the planning/implementation of Work & Witness teams coming into partner with ARO during the summer.
- Meet with Academic Director weekly to debrief the week
- Meet with Academic Director, Work & Witness Directors, and Campus Directors weekly for mentoring and team planning.
- Attend monthly staff meetings once hired and for the duration of the internship.
- With the assistance of ARO's Academic Director, choose a ministry opportunity in the community to be done throughout the summer that utilizes your unique gifts, abilities, and vocational calling. Examples:
 - An art major may choose to bring art supplies and a guided project to White Oak Hill, a women's addiction recovery center, to bless the residents, encourage them in their faith, and help them de-stress.
 - An education major may work with Martin County school resource directors to choose a family with academic and financial need to do in-home tutoring with for the duration of the summer.
 - A ministry major may want to help lead our annual Vacation Bible Schools, partner with a local pastor to assist in church function, outreach, and ministry, or participate in Celebrate Recovery on Tuesday nights.
 - A musically gifted person who is familiar with hymns chooses to visit Martin County Health Care Facility - a nursing home, weekly to lead worship, or could volunteer to lead worship at Celebrate Recovery or a local church.
 - A student athlete hosts "Basketball Tuesdays" at Warfield Park to serve the low-income students in the neighboring apartments.
- *Feel free to be creative, there are so many opportunities for ministry!* Ask questions, offer and implement your ideas, seek servant-leadership opportunities, take risks, learn, and see God work through you to make an impact in the lives of others.

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- Any additional assigned task that is given to you by the Executive Director, Academic Director, Campus Director, or Work & Witness Site Coordinator. These are tasks that are given to assist in the overall impact and mission of ARO.

Stipend and Benefits:

- \$50 / a week for 11 weeks
- All expenses paid on trips, dinners out with ARO Work and Witness Teams, special events, travel expenses, and ministry expenditures.
- Lodging will be provided with all utilities paid.
- A \$1,750 scholarship will be awarded at the end of the completion of the 11-week internship.
- Time off for Independence Day as well as five days off of your choosing with pre-approval from ARO's Academic Director and Executive Director.

To Apply:

- Submit completed application, with references, to ARO's Executive Director, Dwayne Mills & ARO's Academic Director, Heather Perry
- Deadline for submission of application is **November 23, 2024**
 - Interviews will begin **December 2nd**.

IF there are still positions available, for college teams coming to ARO during Spring Break we offer an extended Spring deadline:

- Deadline for submission of application is **March 29, 2025**
 - Interviews begin **March 31st**.
- For additional information, contact ARO's Academic Director, Heather Perry, at (252) 290-1073 or hperry1688@gmail.com.
- Candidates may be asked to complete a Zoom interview with both the Academic Director and the Executive Director, these interviews may also include other ARO staff.

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Summer Intern APPLICATION

CONTACT INFORMATION

Name:
Date of Birth:
School Address:
Permanent Address:
Mobile Phone:
School Email Address:
Personal Email Address:
Can you arrive on May 27th ?

EDUCATION

School: _____

Year in School: _____

Major: _____

Minor or Concentration (if any): _____

GPA: _____

EXPERIENCE

Please answer the following questions to the best of your ability. If you run out of room in the blanks provided please write on the back of the page or attach a separate sheet with the remainder of your response.

- 1) When did you become a Christian? Tell us a little about your decision to follow Christ, your church and family's influence in your faith, and your church background/affiliation.

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2) Describe your spiritual life. What are you doing to keep yourself in a growing relationship with God?

3) Why do you want to be an intern at Appalachia Reach Out? Are there any areas of ministry that you are specifically wanting to work in?

4) What experience do you have in the church, volunteer civic organization, or any other organization where you have volunteered? Have you ever served as a ministry volunteer or intern before? If "yes," please indicate where you served and tell us a little bit about that experience.

5) Please list any additional experiences that you have had which would be beneficial to this internship.

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6) What do you consider to be your strengths/spiritual gifts as they relate to ministry? What do you consider to be your weaknesses as they relate to ministry?

7) Describe your talents, interests, hobbies, and extracurricular activities.

8) Do you have any other responsibilities that might hinder your availability to serve in the 11 week summer internship at ARO?

9) What is your philosophy of serving the poor? Do you have any thoughts or reservations if you haven't served in a highly impoverished area on what this might look like in a possible internship experience?

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10) What steps would you take or what policies would you implement to protect yourself from ever being accused of impure conduct while serving as an Intern?

11) What do you hope to gain from your internship experience at Appalachia Reach Out?

12) After your experience here, would you consider a full-time commitment in Martin Co. after college?

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Please list three references (not relatives) that will be able to speak to your Christian character, leadership ability, emotional maturity, and ministerial potential. Please provide one reference who is a pastor, one who is a college professor, and a third of your choosing. Provide name, email, and phone number for each.

Pastor: Name: Phone:

Email:

How do you know him/her?

Professor: Name: Phone:

Email:

How do you know him/her?

Additional Reference: Name: Phone:

Email:

How do you know him/her?

Please complete this application and e-mail to Dwayne Mills (dwayne.p.mills@gmail.com)

& Heather Perry (hperry1688@gmail.com) OR mail to the address below:

Appalachia Reach Out

Attn: Dwayne Mills

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