

Horizon Apprenticeship Program



Rooted in Faith. Rising in Leadership.

Paid Year-Round Leadership Opportunity for Young Adults from Diverse Communities
Ages 16–20

What is Horizon?

The Horizon Program is an innovative, year-round initiative that empowers youth and young adults from racially and ethnically diverse backgrounds to grow as leaders through hands-on ministry, mentorship and community engagement.

Who Can Apply?

Nominations are welcomed from:

1. ELCA Congregations
2. ELCA Camps
3. Social Service Agencies and Community-Based Organizations affiliated with the ELCA

Eligibility

- Nominees must be between the ages of 16 and 20 throughout the program
- Nominees must be enrolled in high school or college.
- Passionate about faith, leadership, and community impact
- Demonstrated emerging leadership in their congregation or community

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Program Details

- Apprenticeships last 3 to 9 months, with flexible start and end dates.
- Apprentices work ~10 hours/week, engaging in ministry, leadership development, and community-based projects.
- A pastor, camp leader, or nonprofit mentor provides guidance and supervision.
- Each apprentice, with the guidance of their mentor, will design and implement a project that makes a meaningful impact on their site and community.
- Apprentices receive a \$1,800 stipend for every three-month period, awarded upon successful completion of the program.

Why Participate?

- Develop practical leadership skills in a supportive, faith-based environment
- Make a meaningful impact in your congregation, camp, or community
- Connect with a network of peers and mentors from across the ELCA
- Earn a stipend while growing in purpose and confidence

For Young Leaders of Color. By Design.

This is more than a program. It's a movement rooted in belonging, spiritual growth, and justice.

Shaping a Church That Looks Like Us.

How to Get Involved:

Eligible ministry sites can nominate 1 to 3 young people who show leadership potential.

By nominating a candidate, site leaders commit to serving as a mentor and guiding the apprentice throughout the program.

Join us in shaping the future of the church and the world.

For more information or to apply, contact:

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