



Centre for
Ministry and
Leadership

INTERNSHIP

Formation
Pathway





Internship Formation Pathway

Why do it?

An internship provides people with a fully funded opportunity to enter ministry through a guided formational pathway in a context that is supportive and empowering of their leadership development. The intern pathway is specifically aimed at encouraging and developing emerging leaders.

What is involved?

The internship will run for up to 2 years and will involve the following areas:

- Units of study through the Centre for Ministry and Leadership
- Primary involvement in Ministry within the context of a “Local Congregation”
- Involvement in other short term ministry experiences that build ministry leadership capacity
- Completing a Period of Discernment (“POD”)
- Regular ministry coaching
- Engaging with a ministry companion who will provide mentoring and/or spiritual direction

The internship is aimed at providing a formation approach that blends education and ministry practice.

Units of Study

Interns will be required to undertake short courses or ministry experience in the following areas:

1. Uniting Church Studies
2. Healthy Sustainable Ministry
3. The Mission of God in Scripture
4. Discipleship 1: Identity and Practice
5. Discerning God’s Leading
6. Safeguarding in the Church
7. Teaching and Leading Groups
8. Walking on Country



Interns will have the option to take the following recommended units of study include:

- Old Testament Introduction
- The Mission of God in Scripture
- Church Planting: Core Elements

Practical Ministry Involvement

The funding for internships will allow a person to undertake a 2 day per week or 0.4fte ministry role within a local congregation. The ministry role will be defined by a position description developed by the congregation and approved by the Pastoral Relations Committee. The expectation is that the internship will provide significant leadership development opportunities. Furthermore, the hope is that the intern will contribute to the flourishing of the local congregation.

An internship is not a subtle form of ‘plugging’ gaps in a congregation. The intern pathway will seek a much higher level of integrity and accountability through its application. This ensures that oversight by the presbytery and regular reporting by all parties concerned will be essential

Period of Discernment (POD)

The POD is a significant facet of the intern pathway. The [POD Handbook](#) provides an outline of how this formation pathway will inform what the intern undertakes, especially in relation to ministry experiences, mentoring and reporting. It is advised that the POD be undertaken early in the intern’s engagement in a local congregation.

How will it play out?

Applications

Internships will be offered through the Centre for Ministry and Leadership to people seeking to actively explore a calling to ministry within the UCA Qld Synod

Applicants can be people of various ages.

A flowchart outlining the recruitment process is outlined [here](#).

Application forms for the internship program will be necessary. Therefore, a template application form is available [here](#). The application for an internship position differs from applying to undertake a POD.

The successful intern applicant will be in the employ of the local congregation, with the terms and conditions documented in the Contract of Employment.



Finances

The intern pathway will be funded by the Centre for Ministry and Leadership through financial support provided by the Moreton Rivers Presbytery. The level of funding provided will be \$50,000 over 2 years. This will allow for the majority of funding for a Ministry in Location Pastor position (level 1) at 0.4fte. Congregations can provide additional funding to help top up an intern position if the position description warrants extra time being spent ministering in the local context.

Review

A review of the intern's progress will be conducted 10 months after the commencement of the pathway. This will be a pivotal time for the intern, their local congregation and the presbytery to reflect on their ministry formation.

The 10-month review is also consistent with the POD requirement for concluding this aspect of the internship.

Future Considerations

Internships will form a crucial component of establishing a leadership development pipeline across presbyteries and the Qld Synod. Engaging interns across a wide range of congregations will provide people participating in this pathway with a vibrant and positive ministry experience in leadership formation. Furthermore, interns will have the benefit of being involved in wider church ministry encounters such as Easter Madness, Day Camp or other events as befitting their leadership development.