



YouthTRAIN.
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INTERNSHIP SUPPORT SCHEME





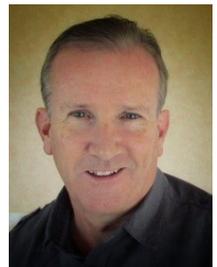
Internships?

There is no doubt about it. Internships are a great way to prepare people for youth ministry employment, or even just to give young people a valuable “gap” year experience. Some internships can be hugely successful but sadly others are less so.

I’m grateful for my own youth ministry internship back in 1984 and the lessons I learnt that helped prepare me for long term youth ministry. I’m also grateful for the many years of seeing internships first hand and the conversations I’ve had with interns and youth pastors. These experiences have equipped me to know what makes for a successful internship and what doesn’t.

Through YouthTRAIN I am lending my support and experience to churches to assist them in running internships that provide mutual benefit for the church, the intern and ultimately the Kingdom. In this booklet you will find an outline of what we are offering. My prayer is that you take advantage of the insights and experiences available through this Internship Support Scheme.

Murray Brown





Why an Internship Support Scheme?

In recent years more and more churches have been taking on youth interns as part of their ministry to young people. It is a potentially good move for both the intern and the ministry itself, although stories constantly emerge of internships gone wrong or internships that don't give the maximum return for all parties.

The most common problems I come across are:

- ☑ A lack of training in youth ministry essentials in the academic programme the intern is enrolled in—if indeed they are enrolled in any course of study at all.
- ☑ Little specific and constructive feedback for the intern which helps them to measure their progress and develop specific goals to work towards.
- ☑ A lack of thorough supervision through which the intern is given on the job training as well as direction and support in their personal development and growth.

For this reason we have launched an Internship Support Scheme, not to replace the internships churches are already running but to work alongside them, making good internship programmes better.



What makes an effective internship?

1. A balance between study and hands on ministry

Both hands on ministry with young people and academic study is important for the youth intern's growth, and their study programme should reflect this.

2. A balance between theological education and youth ministry training

Youth interns undoubtedly need training in youth ministry as part of their study programme. This is a non-negotiable. But they also need to learn how Biblical study and theology relate to youth ministry.

3. Assignments that have practical application

Youth interns need to receive a thorough practical understanding of what youth ministry entails. Therefore it is important for their learning that assignments help them to gain insights and skills they can immediately put into practice.

4. Regular block courses for face to face learning

A good internship will provide a significant amount of face to face input, while recognising that interns outside of a college location must study by distance because they cannot attend weekly classes without leaving their home church. Regular block courses provide the ideal compromise.



What makes an effective Internship?

5. A sense of community between students

Frequent block courses are the perfect environment to develop a sense of community through which interns have the opportunity to share their experiences with people facing the same challenges as them while developing vital ongoing support networks.

6. Mentoring/supervision by experienced practitioners

A key ingredient of an internship is the availability of people who can offer personal guidance and support, such as experienced youth ministry teachers, mentors and spiritual directors.

7. Regular skill based assessment

In order for the youth intern to grow in their ministry effectiveness they need to know what is required of a youth pastor and how their own competency matches up to these requirements. By regular informal and formal feedback (monthly is ideal) they get to measure their progress as they set goals and developing their skill base to the required level.

By participating in the YouthTRAIN Internship Support Programme your intern will benefit from all these seven ingredients of an effective internship.



What support does YouthTRAIIN offer?

For churches participating in the YouthTRAIIN Internship Support Scheme, YouthTRAIIN offers assistance and resources as follows:

- ☑ Appointment: We can assist you in developing criteria for suitable applicants and their job description. We can help you find suitable interns and assist in the interview process if you wish.
- ☑ Appraisal: We offer templates for appraisal according to three criteria: understanding (to know), skills (to do) and character (to be). This process of appraisal allows interns to measure their progress and set future goals that will equip them for effective youth ministry.
- ☑ Added assistance: In addition to training materials offered through Pathways, we send interns weekly emails complete with news, training tips and links to resources and youth ministry articles. We also facilitate and encourage ongoing contact and dialogue with other youth interns.
- ☑ Availability: We are available on call to churches and interns anytime they have issues related to the internship which they wish to discuss.



What is expected of churches?

Participating in the YouthTRAIN Internship Support Scheme means certain criteria must be met by churches and organisations. More details are supplied in the Internship Support Handbook but briefly these are:

- ☑ Must enrol intern(s) in Pathway College's Diploma in Christian Ministry (see www.pathways.ac.nz/courses), for their academic component, and expect them to attend all block courses and complete all the YouthTRAIN taught papers.
- ☑ Must be able to provide an approved youth pastor/worker whom the intern can learn from first hand.
- ☑ Must provide ministry opportunities to the intern that will enable them to develop the skills required to be an effective youth pastor/worker. This includes at least one sphere of ministry for which they carry primary responsibility.
- ☑ Must commit to ensuring the intern receives the required supervision which includes mentoring and spiritual direction.
- ☑ Must commit to ensuring the intern receives regular formal appraisals.



Why Pathways?

Having researched what various bible colleges are offering by way of training for youth interns we believe Pathways College of Bible & Mission offers the best package for training youth interns, as follows:

- ☑ An academic programme that contains a good balance between study and involvement in the local church: 50/50.
- ☑ An academic programme that provides practical teaching in youth ministry at a level that is appropriate and relevant for interns.
- ☑ Regular block courses. Pathways offers six short block courses a year that are ideal in helping students build relationships with one another leading to mutual support and sharing of insights and experiences.
- ☑ A comprehensive supervision process that provides academic, practical and personal support for the intern.
- ☑ An opportunity for interns to continue with a second year of study at Pathways, or take what they have learnt and enrol in a college that can lead them on to complete a degree. (We recommend Carey Baptist College for this).



Academic curriculum

The Diploma in Christian Ministry is a one year internship programme offered by Pathways College of Bible & Mission (www.pathways.ac.nz). Interns complete courses in Biblical studies, theology and personal/professional development as well as four youth ministry papers that together total 15 credits:

- **Foundations of Youth Leadership:** This paper will prepare students for the personal and leadership challenges of youth ministry. It will give them an understanding of what Christian leadership is about as well as sharpening their leadership skills.
- **Pastoral Care of Adolescents:** This paper will help students understand adolescent development and give them tools to provide pastoral care to young people going through a challenging stage of life.
- **Youth Culture:** This paper will give students an understanding of the underlying worldview, beliefs and values of youth culture and help them to develop discipleship strategies that acknowledge these and where necessary, challenge them.
- **Youth Ministry Programming:** This paper will teach students the principles and practice of developing an effective Biblical youth ministry along with training in the skills required to implement it.



Appraisal of interns

A critical element of internships is the appraisal process. Perhaps it is the area that is done least well. An effective appraisal meets the following criteria:

- ☑ **Specific:** Appraisals need to assess interns in specific areas related to understanding, skills and character. The process will provide the intern with explicit and detailed feedback.
- ☑ **Constructive:** Appraisals should offer encouragement regarding what an intern is doing well, along with goals and strategies for improving what they are not doing so well.
- ☑ **Collaborative:** Intern appraisals should be done by both the church and the intern themselves. The intern will write their own appraisal and will compare and discuss it with church leadership. From there they will agree on the goals and strategies needed for ongoing growth.

YouthTRAIN makes available appraisal templates that guide you through the appraisal process ensuring that it meets all the above criteria.



Cost

The cost of participating in the Internship Support Scheme is just \$150 (incl. GST) for the first year and \$75 for every subsequent year. The cost is irrespective of the number of interns a church has.

This amount purchases:

- A up to date copy of the Internship Support Programme Handbook within includes procedures, guidelines and templates covering the application process, the appraisal process, supervision requirements and the support process for interns.
- Our time in answering questions and providing guidance and suggestions at any stage of the internship. We will work with you to continually improve the quality of what you offer your youth interns.

It does not cover additional expenses occurred by us such as mileage and accommodation where travel is involved to assist you face to face at your church.



Application

To apply to be part of the YouthTRAIN Internship Support Scheme, churches must complete an application form which helps us to assess your ability to meet the criteria outlined in this booklet.

Once suitability has been confirmed and payment is received you will receive a copy of all documentation including guidelines for appointment, supervision and appraisal. I'll be in touch personally to ensure you understand the requirements fully and to offer ongoing support.

Email murray@youthtrain.com for an application form or download one from our website. Call Murray at (06) 359 0696 if you have further questions.



One Step Further: Endorsement

In addition to the Support Scheme outlined in this booklet, YouthTRAIN offers an **Internship Endorsement** to churches we believe offer an outstanding environment for interns to train in. This endorsement means we promote you to potential interns as a “best place to intern” and will help you find the best possible interns for your church.

In addition to the criteria outlined for the Support Scheme churches who have their internship programme endorsed by YouthTRAIN must satisfy additional criteria such as:

- ☑ A job description that offers a range of youth ministry experiences for the intern, both within the local church and within the community.
- ☑ A youth pastor with a minimum of three years full time ministry at the church who can act as a mentor.
- ☑ A willingness for YouthTRAIN to participate in the selection and assessment of interns and to monitor the internship itself, ensuring the church is meeting all of its requirements.
- ☑ A proven record in effective internships.

