



RUNNING A SUCCESSFUL INTERNSHIP PROGRAMME

KEY MINDSET: In order to run a successful internship programme to need to have the correct mindset. An internship is not a way to get people to work for the church for next to nothing. It is a way to build into the lives of people seeking to grow in their ability and usefulness in serving God. The first mindset is church centred and all too frequently leads to a hurt and burned out young person. The second mindset develops leaders.

QUALITIES TO LOOK FOR IN AN INTERN

- Christian maturity: Do they show evidence of loving God and being committed to following Him all their life? Are they able to maintain a devotional life through Bible reading and prayer?
- Emotional stability: Do they demonstrate the ability to rise above life's challenges without becoming moody, angry or depressed?
- Effective service: Have they demonstrated a willingness to serve in the local church and have a proven record of faithfulness and effectiveness?
- Humility and teachability : Are they willing to admit when they don't know something and are they willing to listen to others and consider what they are saying, either about how you do ministry or about personal areas to work on?
- Personal organisation: Do they manage your time well and are they able to achieve deadlines when they are set?
- Amicable: Are they able to get on with a wide range of people, accepting their differences and their particular quirks or failings?

ELEMENTS OF AN EFFECTIVE INTERNSHIP

- Practical ministry: Interns should be encouraged to seek God over which areas of ministry they are to serve in. Church leaders can assist them in refining this but it's important the intern has a sense of call to what they are doing. Simply doing something because they've been "told to" will likely create problems later. We want our interns to see themselves as accountable to God.
- Academic study: Interns should undertake a course of theological and ministry studies. Such study not only increases their understanding of the Bible and ministry, it also gives them content through which to reflect on their ministry activities.
- Reflection: This process of reflection needs to be formalised. The intern should meet with one or more people who help them reflect on what they are learning through study and practical ministry, thus helping them to get the most out of what they are learning and experiencing.

CONTACT

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