

The Mennonite Brethren Church of Manitoba Guidelines for the Internship Program

Introduction

At the 2002 Convention of MBCM an Internship Program was approved to help congregations “call out” and “train” leadership persons. Direction for this program is divided into four different areas.

Mentoring helps

“Mentoring” is defined as the act whereby one person guides, directs, shepherds, nurtures and evaluates another person’s work in a *trusted relationship*. Mentoring flourishes when one person places himself/herself directly under the influence and guidance of another. The mentoring relationship is based on mutual respect and trust.

The following three points outline the responsibility of the Mentor.

1. Time - a regularly scheduled block of time, or multiple times, will be set aside for face-to-face communication.
2. Covenant - the Mentor shall monitor and watch over the four aspects of personal development: spiritual formation, intellectual growth, practical experiences, and emotional well-being.
3. Assessment tools - the Mentor shall develop useful/meaningful assessment tools to help evaluate progress. It is understood that a mentoring relationship works in two spheres of life: personal growth and development and professional skill and competence.
4. Internship curriculum- The sponsoring church/agency shall develop a clear set of objectives and learning experiences prior to the commencement of the internship. A copy of these objectives/learning experiences shall be sent to BCM.
5. Church affirmation - prior to the commencement of the internship, the local, home-congregation of the intern will be asked to affirm and bless the person for the assignment. Congregations need to become alert to the “calling out” and blessing persons for ministry. If such blessing is denied, or reluctantly granted, a visit with congregational leadership should be initiated.
6. Managing the internship experience - regular contact with the sponsoring congregation will be maintained through the ad-hoc committee and the Conference Pastor. Following completion of the internship and exit interview will be conducted with both intern and sponsoring congregation.

Additional guidelines

- The internship program is not limited to the summer months. There is flexibility in what time of year a church would like to participate.
- Preference will be given to churches who have not received prior funding (\$2,500.00 maximum).
- The Internship Program is limited to interns working in a Manitoba MB church.

- An intern can only receive funding once.
- Money is to be used for the salary of the intern only. Any left over money should be returned to BCM.

The application needs to include the following:

- name of intern and a bit of information about the intern,
- job description,
- starting and ending dates,
- to whom the intern is accountable,
- who will mentor the intern,
- clearly set objectives and learning experiences need to be outlined