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eNGAGE
TRAINEESHIPS

2012 Prospectus

CERT IV IN CHRISTIAN MINISTRY & THEOLOGY

Engage Traineeships is a unique internship program that enables **local churches** (and other mission agencies) to effectively **disciple** and **equip emerging leaders** through the delivery of a **government funded and accredited** Certificate IV in Christian Ministry and Theology. One distinctive feature of this **partnership** is how **local, regional and national resources** are utilised.

Engaging Local, Regional & National Resources

Partnership with local churches

In 2012, Syndal Baptist Church (with the support of the Baptist Union of Victoria, Scripture Union Victoria, and a number of other local churches) is launching a collaborative internship program ("Engage Traineeships") that fully integrates the local church into the discipleship and training process. Initiated by a local church, and in partnership with local churches, Engage Traineeships will ensure that the formation experience of interns is grounded in their local church setting. Local churches provide the ministry context for the practical "hands on" experience for each intern as well as a local mentor to assist them in their reflection on that ministry practice. Some local churches will also choose to be involved in the delivery of the Certificate IV training components by acting as a "regional hub".

Connecting through regional hubs

One key challenge a local church faces when developing an internship program is discerning how the intern can be challenged and stretched through encountering ministry models and practices beyond the local setting. Engage Traineeships provide the intern with three different learning environments:

- Week-to-week practice and reflection in the local church
- Fortnightly "clusters" through a regional hub
- One five-day "intensive" for all interns around the state

Regional hubs are a crucial mid-sized environment that help local churches network with other churches in their area to provide interns with a broader frame of reference. The relationships an intern forms in and through their hub are one of the highlights of the internship experience.

National funding and accreditation Funding for the intern

A key benefit of the Engage Traineeship program is that local churches are involved in delivering a nationally accredited course. This means that the intern receives a qualification that is recognised beyond the local scene by other institutions and agencies around the country. A distinctive additional feature is that this course is also government funded, meaning that eligible students are able to complete the entire certificate for only **\$250** (making it an accessible "next step" for interns who are wanting to discern what God is saying to them regarding ministry and leadership.) Students of any age are eligible for a funded place if they:

- are an Australian citizen or permanent resident
- are living in Victoria
- are undertaking a qualification at a higher level than they have already completed (so they could be a university student if they are yet to graduate from their degree)

Choosing a Supervisor

A supervisor should be someone:

- who knows a bit about the intern, relates well to them, and understands their heart for a particular ministry
- has had experience in working with a team
- has adequate time to meet with the intern
- is likely to be around for the duration of the traineeship
- can maintain confidentiality
- is respected for their faith and ministry practice
- will be an encouraging presence while still asking the hard questions

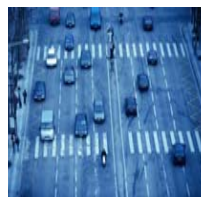
In most cases the supervisor will be the pastor or somebody in the leadership team of the church. The supervisor's main focus is on the practical ministry aspect of the traineeship.

Choosing a Mentor

A mentor should be someone:

- who is the same gender as the intern
- who is at least the same age, but generally older than the intern
- who has time to meet with the intern for at least 2 hours per month
- can maintain confidentiality
- not directly involved in the same ministry as the intern
- will pray for the intern regularly
- is well respected for their faith and character

The mentor is the "coffee and chat" person who is there to support and journey with the intern. The mentor focuses more on the life (than the ministry) of the intern.



How to get involved in 2012



How to apply

Interested interns and churches are encouraged to contact the Program Director to receive an **application pack**. This pack includes the application form and helpful guidelines for supervisors, mentors and interns.



Key dates for Engage Traineeships in 2012

- Feb 3 Applications close
- Feb 22 Orientation Day
- Apr 10-14 Training Intensive



Cost and accreditation

Engage Traineeships currently partners with several Registered Training Organisations to be able to provide government funded certificates and diplomas.

The Cert IV in Christian Ministry and Theology is accredited with the government through partnership with Skills Training Australia. The Cert IV in Christian Ministry and Theology will cost **\$250** for eligible interns. (If an intern is not eligible for government funding, the Program Director will discuss the various options available - including enrolling as a "private" or "audit" student).

A checklist for the local church

As active partners in nurturing and training their interns, the local church needs to provide the following:

- a ministry placement of at least 10 hours per week
- a supervisor
- a mentor

A checklist for the intern

As active participants in an exciting statewide program, interns need to be to attend the following:

- a local ministry placement of at least 10 hours per week
- a fortnightly "cluster" with a local/regional hub
- the Orientation Day on Feb 22
- the Training Intensive on Apr 10-14



Engage Traineeships Program Director

John Robinson has been the Pastor for Training and Discipleship at Syndal Baptist Church for the past six years.

In addition to gaining a PhD in Theology and lecturing and training in a variety of contexts around Australia, John has also overseen the development of Syndal's successful internship program since 2005.

John can be contacted at engage@sb.org.au or on **9803 9144**

Funding for the local church

Generous funding from Federal and State Governments mean that the local church has the option of accessing additional funding should they choose to employ an eligible intern as a "trainee". Trainees who are undertaking an approved course of study (such as the Cert IV they will be enrolled in through Engage Traineeships) must be employed a minimum of 13 hours per week on a trainee wage.

In 2011, the cost of employing a trainee 2 days/week for 40 weeks ranged from 8,000-11,000 (depending on their age).

The Federal Government currently offers a **\$4,000** grant to offset these costs. There may also be additional State funding depending on whether the church and/or trainee meet additional criteria.

The Program Director is happy to help local churches navigate their way through this process.

A leadership development pathway

It is possible for both interns and churches to claim these funding streams more than once for each eligible student. The key is for the student to graduate and keep stepping up their qualification (e.g. to a diploma).

It is also possible for students to undertake more than one certificate at a time.

Other courses that Engage Traineeships can facilitate include:

- business administration
- children's services
- community services
- hospitality

Engage Traineeships can develop a tailor-made leadership development pathway to meet the particular needs and aspirations of individual interns and churches.

Engaging Head, Hand & Heart Learning

Believing-Behaving-Becoming

Spiritual formation is the process of allowing God to transform us so that we are more like Jesus. This process involves more than our heads (believing) - it also includes our hands (behaving) and our hearts (becoming).

Engage Traineeships integrate all these aspects so that interns can become more fully formed disciples of Jesus through encountering environments (such as local ministry practice and mentoring, reflecting with others in regional hubs, stimulating training intensives, exposure trips) that cater for a range of learning styles.

Training-Ministry-Reflection

The Certificate IV in Christian Ministry and Theology is developed as a vocational course, which means it is not all about lectures and essays! This well-rounded course is designed to help interns learn and grow as people and become more effective in their roles as they serve and lead in the local community.

While there is some crucial input delivered in a stimulating intensive environment, other reflective aspects of the course are addressed with mentors and in the regional hubs, while the practical requirements are covered in the week-to-week experience of the local setting.

Local ministry placement

The ministry component is simply the area of church life that the intern is involved in on a day-to-day basis. It can be any area of ministry (children, administration, creative arts, youth etc.) but needs to provide the intern with an adequate mix of pastoral care, leadership, administration, teaching and hands-on experience. The ministry component should be **at least 10 hours per week**.

The Program Director is happy to meet with local churches and mission agencies to discuss adequate ministry placements for interns.

Reflection with supervisors, mentors and hubs

The reflection stream is arguably the most important part of the program. As an intern reflects on God's guiding and on their own practice, growth happens and they gain a clearer picture of who they are and what they are called to do.

The reflection component comprises of:

- **One-on-one meetings with the ministry supervisor** to reflect on the intern's weekly ministry practice
- **One-on-one meetings with a mentor.** All interns are strongly encouraged to have a mentor/spiritual director who can act as a "coffee and chat" person
- **Hubs** are the place where interns can share reflections with other interns on their Bible reading, guided devotional reading and journaling

Training intensive

Syndal Baptist Church will host a five day teaching intensive on **April 10-14** for all interns from around the state (although an additional intensive in another location could also be run should the enrolments allow for it). This intensive will feature a range of Pastors and practitioners and will cover the following units:

"Finding Creative Ways to Feed Yourself" (Encountering the Bible)

Learning to feed ourselves is an essential part of growing up. Without proper nourishment we die. This is also true of disciples - we cannot hope to grow and develop, and we cannot serve others, if we ourselves are starving to death spiritually. Through encountering the Bible in creative ways students learn to:

- interpret and compare theological sources using appropriate methods
- communicate theological information from a personal point of view

"Who Do You Say That I Am?" (Encountering Jesus)

Jesus' central question to each and every would-be disciple is "Who do you say that I am?" Through focusing on what each of the four gospels tell us about who Jesus is, students will learn to:

- organise material relevant to the theme and understand patterns and relationships within the material
- identify and discuss personal experience and that of others

"Streams of Living Water" (Encountering God's Spirit and Community)

Through encountering the six great traditions of Christian spiritual practice - the contemplative, holiness, charismatic, social justice, evangelical, and incarnational streams - students learn to:

- discuss and compare theological beliefs in history
- identify and describe other Christian groups and other religious groups accurately and with openness

"Dead Prophets Society" (Encountering God's World)

Through encountering the Biblical prophets and other "dead prophets" throughout history (such as Dietrich Bonhoeffer, Francis of Assisi, Mother Teresa etc.), students will learn to:

- identify the historical development of contemporary beliefs and practice
- outline ethical implications for contemporary living and ministry
- identify theological issues relating to contemporary society that enable personal growth and change

"Developing my own life plan" (Encountering God's Call on My Life)

What would it look like if I arranged my life around spiritual transformation? Over the centuries key figures like John Wesley, Mother Teresa, Martin Luther King and Billy Graham have all lived their lives according to a personal "rule of life." Far from being something legalistic, dreary or oppressive, a rule of life is simply a "rhythm" or "pattern" of attitudes, priorities and practices that allow us to be more open to embracing the grace of God in our lives.

