



NextGen Ministry Internship Role

(MBC Intern Role Description)

MBC VISION: By the power of the Spirit, together we:

- **Connect** – with God and others; and
- **Grow** – to be more like Jesus; to
- **Serve** – Him here and beyond.

Purpose & Overview

The **NextGen Ministry Internship Program** is a focused internship crafted for young adults eager to explore and experience the multifaceted nature of church leadership and ministry. This program aims to nurture spiritual growth, provide practical ministry exposure, and offer deep theological and biblical training and mentorship within a supportive church environment. Interns will gain invaluable insight into the day-to-day operations and strategic vision of various church departments.

Target Audience

Post-High School Young Adults (Aged 17+) who are committed to their faith and seeking to understand, serve, and potentially lead within a church context.

Compensation and Support

This part-time fixed-term 10-12 month program offers substantial financial and developmental support to the intern:

- **Paid Ministry Time:** Interns will receive payment at the NSW & ACT Baptist Association **Ministry Assistant** rate for the **8 hours** of weekly practical Ministry Exposure and Mentorship time. This payment will be provided as a weekly salary.
- **Fully Funded Accredited Theological Training:** The cost of the **Morling College Certificate in Theology** units studied during the 10-12 month program (equalling four subjects), delivered through H100 College, will be **fully covered** by the church.
- **Structured Mentorship:** Dedicated support through both a **Spiritual & Ministry Mentor** and specific **Ministry Area Supervisors**, ensuring holistic development.
- The church has affordable accommodation facilities (The Fields and Mayfield House). Applicants can request a room to be reserved in one of these facilities (to be rented at the standard rental rate).



Key Components & Weekly Breakdown

Each internship day will be structured to provide a balance of practical experience, theological learning, and relational development.

1. Ministry Exposure & Practical Engagement (approx. 8 hours per week, including Mentorship)

Interns will intentionally rotate through various ministry areas to observe, learn, and contribute, with the goal of **discovering and honing their spiritual giftings and ministry passions**, while gaining a holistic view of church life. This block, along with the mentorship component, constitutes the **8 Paid Hours**.

- **Preaching & Teaching:**
 - Observe sermon preparation and delivery (e.g. attending staff sermon reviews).
 - Participate in discussions about biblical interpretation and communication.
 - Opportunities to prepare and deliver a short devotional or teaching segment within a small group setting (e.g. youth group), or at other church events.
- **Kids Ministry:**
 - Assist with children's church programming, lesson preparation, or classroom management.
 - Observe age-appropriate teaching methods and pastoral care for children.
- **Youth Ministry:**
 - Engage with the youth leadership team in planning and supporting the execution of youth events and weekly gatherings.
 - Participate in small group discussions with youth.
 - Learn about discipleship models for teenagers.
- **Worship Team:**
 - Observe worship practice and service flow.
 - If gifted, opportunities to participate in the worship team (e.g. sound, visuals, musical instrumentation, vocals) during practice or a midweek service.
 - Learn about the theological foundations of worship.
- **Outreach & Community Engagement:**
 - Participate in existing local outreach initiatives or community service projects.
 - **Opportunity to conceptualise and execute, with staff support, a new short-term outreach initiative**, gaining hands-on experience in missional planning and execution.
 - Learn about the church's broader missional vision and community partnerships.
- **Church Administration & Operations:**
 - Brief exposure to the administrative side of church (e.g. communications, event



planning, volunteer **coordination**, facilities management).

- Understand the logistical backbone supporting ministry.

2. Mentorship & Discipleship (Throughout the day & Dedicated Time)

- **Spiritual & Ministry Mentor:** Interns will be assigned a long-term mentor for regular check-ins focused on **spiritual formation, personal growth, vocational discernment**, and overall ministry life balance. This relationship provides dedicated prayer and encouragement.
- **Ministry Area Supervisor:** For each rotation (Kids, Youth, Worship, etc.), the intern will report to a specific Ministry Area Supervisor. This supervisor provides **constructive, practical feedback, coaching on specific tasks**, and direct guidance on ministry execution within that specific team.
- **Structured Feedback:** The program ensures regular formal feedback cycles from both the Mentor and the Supervisor.

3. Formal Theological Training: Morling College Certificate in Theology Via H100 College (Approx. 4 hours onsite during Academic Semester + Assignments)

The core theological training for this internship is delivered in partnership with **H100 College** (hosted at MBC and New Vine Maryland), a satellite campus for **Morling College's Certificate in Theology**. Interns will participate in relevant units from this certificate as the foundation for their learning and development.

- **Academic Study:** Dedicated time to engage with formal coursework, including lectures, readings, and assessments related to biblical studies, foundational doctrines, leadership principles, and ministry ethics.
- **Application & Integration:** Structured debriefing time with the Internship Coordinator or designated mentor to integrate the academic material, discuss its relevance to practical ministry, and reflect on personal spiritual formation.
- **Group Discussion:** Facilitated discussions focused on applying the Certificate material to the real-world scenarios observed during the Ministry Exposure block.

Learning Outcomes

Upon completion of the one-year internship, interns will be able to:



- Articulate a deeper understanding of biblical principles applied to ministry, having successfully completed four subjects of the Certificate in Theology.
- Identify the key components and collaborative nature of various church ministries.
- Demonstrate practical skills in areas such as basic teaching, event support, and team collaboration.
- Discern potential areas of gifting and calling within ministry.
- Grow in personal spiritual maturity and leadership character.
- Build ministry networks within the Hunter Region.

Requirements & Expectations

- Aged 18 years or older (Or has finished High School)
- Sign the MBC theological statement of faith and become a member of MBC.
- Demonstrated desire for spiritual growth and ministry involvement.
- Commitment to attend the full internship day each week for the duration of the program.
- Willingness to learn, serve, and receive constructive feedback.
- NSW Working With Children Check, completion of both a church screening form and the Creating Safe Spaces Training, and signing the MBC Code of Conduct form.
- Commitment to Morling College's study requirements for the selected Certificate units.

Commitment

This is a **10-12 month** internship (designed to align with the academic schedule necessary to complete four Certificate in Theology subjects). Interns are required to commit to:

1. **8 Paid Hours** each week for the practical Ministry Exposure and Mentorship components, on a designated day (e.g. Tuesday or Friday).
2. **Unpaid Academic Hours:** Participation in the Morling College Certificate in Theology coursework through the H100 College requires **4 hours of mandatory onsite attendance** per week, plus additional time for assignments during semesters. The time spent on academic study is **not** included in the paid 8 hours, but the tuition is fully covered.
3. **Optional Volunteer Service:** While not mandatory, interns are **encouraged** to volunteer up to an **additional 2 hours per week** in church ministry or service, such as supporting a weekend service, assisting at a youth event, or helping with administrative tasks. This time is unpaid but is vital for gaining a fuller ministry experience.
 - *Note: The combined mandatory onsite commitment for the designated internship week is approximately 12 hours during the academic semester and 8 hours outside of that time.*



Application Process

Interested candidates should submit to nathan@mayfieldbaptist.com:

- A **résumé** highlighting any relevant experience or leadership roles.
- A **cover letter** explaining their interest in the program and what they hope to gain.
- **Two references** (one spiritual, one character).