

Wartburg Theological Seminary MDiv Internship Supervisor

The MDiv Internship

The internship is a full year of intensive involvement for the MDiv student in responsible, pastoral ministry under the supervision of an experienced pastor and the seminary. It normally follows successful completion of a student's second year of academic work. All internships are assigned by the faculty upon recommendation of the student/faculty Internship Task Force.

Assignments are based on the congregation's needs, the recommendation of the synod, the qualifications of the supervisor, the student's needs, the needs of the seminary, and the mission of the larger church. There is no waiver for internship, although occasionally an extended earlier or concurrent parish experience may be approved as its equivalent. The ELCA sets standards for all ELCA internships. The MDiv internship fulfills 27 credits toward the student's degree.

Internship provides students a significant contextualized experience in ministry as a fundamental component of their theological education. Internship is an opportunity for a student to serve full-time in a church or agency setting under the guidance of an experienced pastoral supervisor. Normally internship is equivalent to one year of full-time supervised ministry. It normally takes place before the final academic year of the MDiv degree (during Year 3 of the Residential and Distributed Learning programs), or the internship extends for 18 months concurrently with three academic semesters in the Collaborative Learning program. At the recommendation of the respective candidacy committee and with the concurrence of the seminary faculty, internship may take place as the final year of the Master of Divinity program.

The purpose of internship is for students to develop their pastoral skills and pastoral imagination through an experience of practicing ministry and reflecting upon that experience. It is an action-reflection style of learning. Interns grow in their pastoral identity, spiritual development, theological reflection, practical skills, emotional maturity, stewardship leadership, and missional leadership. To this end, the internship focuses on 11 essential competencies:

1. **Leadership.** Consider your leadership in serving God's mission in the world (for example: through the congregation, in partnership with the ELCA - including synods and churchwide - and with ecumenical partners)
2. **Theological Articulation.** Consider your ability to speak clearly and with insight about the Christian faith from a Lutheran perspective.
3. **Leading Worship.** Consider your poise and presence, voice and language as you read scripture, lead prayer and conduct liturgy.
4. **Preaching.** Consider biblical interpretation, connection to the congregation/community, use of illustrations and organizational clarity, as well as delivery of sermons.

5. **Teaching Adults.** Consider teaching methods including the ability to facilitate discussion and create a comfortable learning environment as well as the quality, depth and presentation of concepts.
6. **Teaching Youth and Children.** Consider both material and presentation for various age groups.
7. **Evangelism.** Consider the ability to welcome and interact with strangers as well as offering a witness to Jesus Christ.
8. **Pastoral Care.** Consider the ability to develop trusting relationships, listen empathetically, respond to crisis and grief situations, discern the needs of people and respect confidential information.
9. **Administration.** Consider your ability to work with committees, deal with change and conflict, respond constructively to criticism and accomplish tasks in a timely manner.
10. **Stewardship Leader.** Consider your ability to articulate and model Christian stewardship of life, talents and money in pastoral leadership and personal life.
11. **Leadership of Social Ministry.** Consider your sensitivity to issues of need and justice in the community and your ability to empower others to respond out of their faith commitment.

Prior to internship, the student normally is expected to have completed a unit of CPE, or an acceptable equivalent, completed all pre-internship course requirements, and be endorsed by a synodical candidacy.

The Role of the Supervisor

During Internship, the supervisor and congregation are viewed as extensions of the seminary faculty in this important dimension of theological education. Regular weekly scheduled supervisory meetings are important to the internship experience. As a primary accompaniment partner, the supervisor, with the intern, focus on the intern's personal, professional, and theological development and formation as a Rostered Leader.

Understandings and Commitments

- The Supervisor/Intern relationship
 - Exercises a posture of generosity
 - Employs an attitude of goodwill
 - Embodies a posture of openness
 - Is mindful of the impact of language
 - Is attentive to the effect of power
 - Is rooted and grounded in trust
- The supervisor helps the intern start strong, attending to on-boarding essentials, community orientation, and essential ministry information

- The supervisor assumes responsibility for introducing the intern to staff, lay leadership, key volunteers, key community people, congregational story-keepers, text study groups, and ecumenical colleagues
- The supervisor works with the intern to develop a Learning Service Agreement, plan toward its completion, and evaluate progress
- The supervisor assumes responsibility for weekly supervision conversations that through an action/reflection style of conversation, focus on two critical formation questions. What am I learning by doing? Who am I becoming by being? These conversations
 - Affirm gifts for ministry
 - Assess particular experiences
 - Constructively critique the intern's work
 - Identify growing edges
 - Plan for next steps
- The supervisor advises and shepherds the formation of the Lay Internship Committee
- The supervisor serves as a resource person for the Lay Internship Committee
- The supervisor serves as an advocate for and interpreter of teaching and learning ministry to the congregation
- The supervisor provides congregational leadership with the financial expectations for the internship
- The supervisor practices healthy boundaries
- The supervisor maintains open communication between the intern and the seminary
- The supervisor participates in all training opportunities offered by Wartburg Theological Seminary
- The supervisor participates in Internship Cluster Gatherings with the intern
- The supervisor participates in any site visits conducted by WTS
- The supervisor completes all required evaluations

Characteristics and Attributes of Successful Teaching and Learning Supervisors

- Understands and embraces call to teaching and learning ministry
- Understands contextual learning and interprets that to the congregation
- Secure in their own pastoral identity
- Embraces the call to guide the formation of who God is calling the intern to be; does not seek to mold the intern in their own image
- Provides the intern space to learn and grow
- Trusts the formation process
- Has hard conversations when necessary to help the intern grow
- Embodies grace and models forgiveness
- Demonstrates and builds trust
- Adaptable, flexible, and comfortable with change
- Creates space for the intern to fail
- Celebrates the milestones of the intern
- Clear understanding of congregational systems
- Patient
- Fundamentally self-aware

Remuneration

Wartburg Theological Seminary is grateful for pastors who embrace the call to serve as internship supervisors as a part of their own call to Word and Sacrament ministry. WTS does not expect financial compensation for supervisors. However, some congregations and synods, especially for detached supervisors, deem it appropriate to recognize with financial compensation the significant time, spiritual, and emotional commitment that a supervisor makes to an intern for the sake of the church. If this is the case, we suggest that the following components be considered for any compensation agreement.

- A. Specification of a maximum number of hours/month (excluding travel) at a mutually agreed upon hourly rate.
- B. Mileage will be reimbursed at the current IRS rate.
- C. Delineation of specific responsibilities to include, but not be limited to:
 - a. Face-to-face meetings with Intern ___ times per month
 - b. Attend worship to observe worship leadership and sermon delivery ____ times per month
 - c. Attend Council Meetings ___ times per year
 - d. Attend Ministry Site Committee meetings upon specific request
 - e. Participate in phone or electronic meetings with Intern _____, the Seminary, or the Candidacy Committee, etc. as requested and needed.
 - f. _____
 - g. _____
 - h. _____
 - i. _____
 - j. _____
 - k. _____
 - l. Add additional space as needed
- D. Pastor _____ will provide the Church Council of _____ with a monthly report for reimbursement, noting miles driven and hours in supervisory work.