



NEXT GENERATION

UNITED METHODISTS
OF GREATER NEW JERSEY



Welcome to Cultivate: Summer of Exploration 2019!

I am so excited for your church to join us. This summer you will host a high school student as a summer intern for 20 – 25 hours per week, allowing them to “try on” ministry.

In your life, can you think of a time when you were challenged to step into a new role? As I look back at my journey into ministry, I had several key moments where a church pastor or leader invited me into deeper participation and more responsibility. This is one of our great hopes for Cultivate. We believe that God is calling the next generation of disciples of Jesus Christ to participate in and lead the church today. Our goal is that through serving the church now, students grow in their faith and further explore God’s call upon their lives.

I’m grateful that your church is willing to step out and help a student grow. It is a big responsibility; you will be creating a healthy environment for your student to contribute to the life of your congregation. Through worship, meetings, preparation and more, your student will share their voice and lead others in your congregation and community. Be nice. Listen to them! You’ll be surprised how wise high school students are; I encourage you to take a risk, experiment and try something new this summer.

For students: Thank you for stepping into this summer to serve and learn. The church needs you! You’ll spend more time there than usual, so I encourage you to get comfortable. Find a good working space, make time to grow in your spiritual life, and please be willing to step up and share your voice. The church needs to hear your thoughts and suggestions.

For supervisors: Well done. I’m sure you can think of a mentor, coach or pastor who believed in you and created the space for you to grow and succeed. One of the healthiest rhythms we can create as pastors and church leaders is to always be doing the work of ministry with someone else who is learning. If you remember the people who influenced you to hear God’s call, you are going to be great.

In the following pages you’ll find expectations, guidelines and tools for goal-setting. We will review some of this at our Cultivate Summer Orientation, June 15 at the Mission and Resource Center. Before then it would be helpful if you read through the materials, but there’s no need to finish them. We’ll review and have time for goal setting (and eating!) together. Please reach out to me anytime. I’m so grateful for your faithfulness and partnership!

Together in the journey,

Eric Drew, Executive Director

Next Generation Ministries welcomes all people, including the LGBTQ community, to participate and lead in its ministries and programs. We believe that all people are of sacred worth, beloved children of God, and made in God's image. Whoever you are and wherever you are from, here you will find a safe, life-giving space to connect, grow and lead in your faith journey.



Cultivate: Summer of Exploration

2019 Program Calendar

March 1	Application Deadline
March 15	Acceptance letters sent
June 15	Cultivate Summer Orientation: 10:00 a.m. to 12:30 p.m. GNJ Mission and Resource Center
June 24	Week 1 of Cultivate: Summer of Exploration
July 8	Student and Supervisor Check-in Call #1. 8 :00 p.m.
July 17	Student and Supervisor Progress Report due electronically
August 5	Student and Supervisor Check-in Call #2. 8:00 p.m.
August 18	Final Sunday of Cultivate: Summer of Exploration

2019 Cultivate Summer Orientation

June 15, 10:00 a.m. to 12:30 p.m.

On June 15, Cultivate interns and supervisors will come together at the GNJ Mission and Resource Center (205 Jumping Brook Road, Neptune, NJ 07753) in the morning to set expectations, goals and a schedule for the summer.

Before Cultivate Summer Orientation, please print and review all materials in this participant packet. You do not need to work on goals or schedule; we will work on those together. Please bring a copy of the packet for the intern and supervisor.



Cultivate: Church Expectations

Provide 20-25 hours per week of ministry activity

Together with the intern, the supervisor will set expectations and a weekly schedule. These will be prepared at the Cultivate Summer Orientation, June 15.

Set Goals alongside the intern

Together with the intern, the supervisor will create and commit to goals for the church and the intern. These will be prepared at Cultivate Summer Orientation, June 15.

Provide appropriate supervision

Supervisors are expected to provide guidance, coaching and regular check-ins to ensure interns are working toward their goals and growing in faith and leadership. A weekly check-in is encouraged. While interns are serving the church, Safe Sanctuaries policies must be followed.

Complete an Internship Agreement

Through Cultivate, your church will receive a grant to bring on a student summer intern. Students are not interning or employees of Next Generation Ministries. Appendix A at the back of this packet has a sample Internship Agreement which you may use for your records.

Care for Payment/Business

Church will receive funds from Next Generation Ministries on June 24 (\$750) and August 1 (remaining balance of \$750). Throughout the internship, the church is expected to provide a regular stipend to their intern. The final payments should equal \$2,000, with Next Generation Ministries providing \$1,500 and the local church providing \$500.

Intern Signature

Supervisor Signature



Cultivate: Intern Expectations

Serve at the church for 20-25 hours per week

Together with your supervisor, the intern will discuss expectations and set a schedule. These will be prepared at the Cultivate Summer Orientation, June 15.

Set goals with the church

Together with their supervisor, the intern will create and commit to goals for the church and the intern. These will be prepared at Cultivate Summer Orientation, June 15.

Participate in regular supervision

Throughout their service, interns will grow in faith and leadership with the help of their supervisor. A weekly check-in is encouraged.

Grow in Faith and Leadership

We hope you don't just do busy work for the church. You are called to be a leader of the church today; share your voice! Throughout the summer, reflect on where you see God in the people and community around you.

Intern Signature

Supervisor Signature



Cultivate: Supervisor Best Practices

As a supervisor/mentor, you are such an important part of your intern's growth this summer! Thank you for investing in the next generation of disciples and leaders. Please consider incorporating these tips into your Summer of Exploration:

Weekly Check-in

Each week create intentional time with your student, but don't prepare long, theological expositions. It is most helpful to let the student process what they're working on and learning, provide positive reinforcement and give constructive feedback. Try asking:

1. Where have you seen God this week?
2. What are you learning?
3. What's next? How can I help you get there?

Coach Approach

A coach doesn't have to be the expert who imparts all the wisdom; rather, a coach draws out the best in the student. In the coach approach, leaders ask questions for the intern to do self-reflection and encourages the student to create and move toward action steps.

Encouragement and Accountability

Together you will set goals for the intern and the church. Keep them in front of you and your student to track how things are going. Celebrate when you're making progress. Be honest and confront challenges when things aren't moving as you hoped. If you have to recalculate, that's ok! But be honest about what's working, what isn't, and the best ways to move forward well.

Develop Faith and Leadership

Work with your student so that they aren't just doing tasks to make church life run. In reaching goals and serving, provide opportunities for students to be leaders rather than doers. As students serve in ministry, help them find the time and disciplines to grow in their faith.

It's All an Experiment

This summer, take the opportunity to try something new! You will drive your student crazy if they're just doing what has always been done. Take time to brainstorm and dream together. Then, allow your student the opportunity to create and lead on their own. They will work on projects differently; that means they'll learn a lot, your church will learn a lot, and new possibilities abound.



Cultivate: Goalsetting Process

To make sure your goals are clear and reachable, each one should be:

- Specific (What, exactly will you do?)
- Measurable (How will you know the outcome has been accomplished?)
- Achievable (Is this possible to accomplish in 8 weeks?)
- Relevant (Why is this important to the church and intern?)
- Time bound (What is the deadline?)

A helpful goal-setting formula is:

_____ by _____ so that _____
Start with the action/activity The deadline What is the desired outcome?

Discussion questions to prepare for goal-setting:

1. What is the intern passionate about?
2. What is the pastor or supervisor passionate about sharing?
3. What are 2 areas of need for the church where the intern can help?
4. Where are there areas for personal, church and community development?
5. How will the intern, supervisor and church all grow in their faith and leadership?



Cultivate Summer 2019 Goals

Intern Goals (Up to 2)

1.

2.

Church Goals (Up to 2)

1.

2.

Intern Schedule:

Example: Sunday from 7:30 a.m. to end of worship. Monday - Thursday from 9:00 a.m. to 1:00 p.m.



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Cultivate: Summer of Exploration

Church Progress Report

Due: July 17, 2019. Please send with the Student Progress Report to Cristelle Ramirez, cramirez@gnjumc.org

- What progress is your church making toward its goals?
- Share 1 story of celebration.
- Share one challenge that your church has encountered. What did you learn?
- How are you helping your student grow in faith?
- How are you helping your student grow in leadership?

Student Progress Report

Due: July 17, 2019. Please send with the Church Progress Report to Cristelle Ramirez, cramirez@gnjumc.org

- What progress are you making toward your goals?
- What are you most excited about so far this summer?
- What has been your greatest challenge so far?
- What are you learning?
- How is your faith growing?



Cultivate: Internship Agreement

This is an internship agreement between Cultivate Summer Intern (name) _____ and Church (name) _____.

The term of this internship begins on June 24, 2019 and ends on August 18, 2019 for 20-25 hours per week.

The Cultivate Internship Experience

- The Cultivate Summer Intern (“CS Intern”) with the Church Pastor will finalize goals and set a weekly schedule prepared on June 15 during orientation.
- The CS Intern will arrive at United Methodists of Greater New Jersey Mission and Resource Center on June 15, 2019 for introduction and training.
- During each week of internship, the CS Intern, as a part of the church team, will plan and lead 20-25 hours of ministry activities.
- The CS Intern will be assigned a supervisor or Church pastor for supervision.

Conditions of the Agreement:

- The CS Internship is for educational purposes and there is no guarantee or expectation that the activity will result in employment.
- The education received by the CS Intern from the CS Internship is for the expressed benefit of the CS Intern on application.
- The CS Intern does not replace or displace any employee on Church staff.
- The CS Intern will receive direct and available supervision from the Church Pastor (name) _____.
- Church does not derive an immediate advantage from the activities performed by the CS Intern.
- CS Intern is paid a stipend of \$2,000 upon completion of program noted above.
- The CS Intern and their supervisor will abide by the Church Safe Sanctuary policy.
- Church (name) _____ is not liable for injury sustained or health conditions that may arise for the CS Intern during the CS Internship.

The CS Intern specifically agrees to and acknowledges the following:

- Church may at any time in its sole discretion, terminate the CS Internship without notice or cause.
- CS Intern will work from the Church during the CS Internship.
- CS Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.



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- CS Intern will obey the policies, rules and regulations of the Church and comply with the Church policies and procedures.
- CS Intern will furnish his/her supervisor with all necessary information pertaining to the CS Internship, including related assignments and reports.
- The CS Intern agrees to first confer with the intern’s supervisor before leaving the internship.
- While CS Intern is on the Church premises, he/she is considered an employee of church for any purposes, including but not limited to workers compensation.
- CS Intern assumes all of the risks of participating in the CS Internship program. In consideration of the opportunity afforded to the CS Intern to participate in the CS Internship program, CS Intern hereby agrees that he/she, his/her assignees, heirs, guardians, and legal representatives, will not make a claim against Church or any of its affiliated organizations, or either of their officers or directors collectively or individually, or any of its employees, for the injury or death to CS Intern or damage to his/her property, however caused, arising from his/her participation in the CS Internship program. Without limiting the generality of the foregoing, CS Intern hereby waives and releases any rights, actions, or causes or actions resulting from personal injury or death to him/her, or damage to his/her property, sustained in connection with his/her participation in the CS Internship program.

I understand that this learning experience is not employment and that at the end of the Cultivate Summer Internship I am not entitled to a promise of employment at the completion of the structured learning experience.

Cultivate Summer Intern Name (Print)

Cultivate Summer Intern Signature

Date

Supervisor Name (Print)

Supervisor’s Signature

Date

Church Pastor Name (Print)

Church Pastor Name Signature

Date

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