

## SEMINARY INTERN POLICY

### **Definition:**

A Seminary Intern is a person who is under care of a presbytery preparing for the ministry and who chooses to extend his or her formal educational preparation by seeking a placement in a congregation or other ministry setting as an intern; the internship must be arranged through a seminary. (Reference: Book of Order G-11.0103 1 and G-14.0304) Such positions vary from a few months to year-long, and they are ordinarily compensated.

An internship should not be considered as a trial period to determine a person's suitability for a specific ordained position in the church or agency in which he or she serves as an intern.

### **Policy:**

A person who serves as an Intern in a church or other ministry setting within the boundaries of the Presbytery of the James may not be called to an ordained position in that church or setting unless the following conditions are met:

- 1) position description reflects need for ordained person,
- 2) the Search Committee conducts an open search and considers three or more candidates,
- 3) intern has been absent from the church for a minimum of six months before being eligible for interview by the Search Committee.
- 4) intern agreement should clearly state:
  - a) the requirements of this policy,
  - b) conditions established by the individual church or agency for considering an intern for any future ordained position.

Holding a position open for a six-month period with the intent of calling the former intern is not permitted.

Individual churches or agencies in the Presbytery of the James may adopt a policy of not considering an intern for an ordained position within the particular church or agency.

### **Rationale:**

- 1) The Book of Order requires that a temporary pastoral relationship be ended and a period of six months elapse before consideration for any ordained position at the same church or agency. An internship is, by nature, a temporary relationship; therefore, the six-months waiting period is appropriate. (Reference: G.A. Overture 98-23 rejected removing candidates from temporary supply definition to free them from the six-months waiting period.)
- 2) The relationship of the search committee and the intern may compromise the objectivity of a selection process and restrict the field of candidates being considered.

COM Approved: September 14, 2000; revision, April 8, 2004