

**CONCORDIA LUTHERAN SEMINARY
DIRECTOR OF PARISH SERVICES INTERNSHIP
APPLICATION FORM**

Application deadline for internships is February 26, 2024. Please submit signed DPS Internship Application Form, DPS intern job description, and signed DPS Internship Agreement as one package to your Regional Pastor.

Congregation _____ Region _____

Sr. Pastor _____ Secretary (pt or ft) _____

Other church staff _____

Mailing Address _____

Office Telephone: _____ Fax: _____

Name and home phone number of intern supervisor _____

Supervisor e-mail address _____ Congregation's website _____

I. SUMMARIZE YOUR KEY REASON(S) FOR SEEKING A DPS INTERN (include any relevant history of the process of your decision to seek an intern) _____

II. INFORMATION ABOUT THE CONGREGATION

Year Organized _____ Baptized Members _____ Communicant Members _____

Worship service times and average attendance at each: _____

DEMOGRAPHIC OVERVIEW OF PARISH MEMBERS' AGE

0-4 _____ 5-11 _____ 12-14 _____ 15-18 _____ 19-25 _____ 26-35 _____

36-45 _____ 46-55 _____ 56-65 _____ 66 and older _____

Important background relative to the historical development of the congregation:

A. EDUCATIONAL MINISTRIES (list potential (P) and actual (A) enrollment)

Sunday School (P)_____ (A)_____ Midweek School (P)_____ (A)_____

Confirmation (P)_____ (A)_____ Sr. Youth Ministries (P)_____ (A)_____

Adult Classes (P)_____ (A)_____ Teacher Training (P)_____ (A)_____

Adult Education Opportunities include: _____

Preschool _____ Number of Teachers _____ Enrollment _____

Lutheran School _____ Number of Teachers _____ Enrollment _____

Summer Programs _____

B. YOUTH MINISTRIES: PLEASE DESCRIBE YOUR PRESENT YOUTH MINISTRY EFFORTS (type and frequency of activity, number of counselors, etc.) _____

C. OTHER CONGREGATIONAL ACTIVITIES WORTH NOTING

D. CONGREGATIONAL/COMMUNITY CHARACTERISTICS

Population/type of locale (rural, suburban, urban, etc.) _____

Socioeconomic make-up of congregation _____

Major industries or business _____

Unique features of the community _____

III. INTERN JOB DESCRIPTION SUMMARY

A congregation must develop and attach a comprehensive job description for the intern.

Desired qualifications of the intern (personal gifts, focus of schooling, previous experiences...) _____

Desired areas of responsibilities for the intern (also indicate the approximate percentage of time the intern will be expected to spend in each ministry area) _____

The intern would be responsible to (name of intern supervisor – include also any boards and committees that the intern would work closely with) _____

Please identify other possible learning activities that the intern may be able to participate in, even if they aren't a part of the desired areas of responsibility _____

IV. INFORMATION ABOUT SUPPORT AND SUPERVISION

a. Person directly responsible for supervision _____

b. Educational Experiences (Formal and Continuing Education)

| University or Seminary Attended | Years attended | Degree/Certificate |
|---------------------------------|----------------|--------------------|
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c. Previous Congregations/Schools Served

| Congregation/School | Dates | Function |
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- d. Teaming (please briefly describe your philosophy and previous experience in working with other full-time professional staff – use the back of the page if necessary.)

- e. How many and what type of students have you supervised previously? (vicars, DPS interns, student teachers, etc.)

V. BEGINNING DATE OF INTERNSHIP (P=preferred, A=acceptable, U=unacceptable)

| | | | | | |
|-------|--------|-------|--------|-------|-------|
| _____ | Jun 1 | _____ | Jul 15 | _____ | Sep 1 |
| _____ | Jun 15 | _____ | Aug 1 | _____ | Other |
| _____ | Jul 1 | _____ | Aug 15 | | |

Comments: _____

VI. TYPE OF INTERN

- a. Preference regarding the sex and family status of the intern (P=preferred, A=acceptable, U=unacceptable)

| | | | |
|-------|----------------------------|-------|------------------------------|
| _____ | Single Male | _____ | Single Female |
| _____ | Married Male | _____ | Married Female |
| _____ | Married Male with children | _____ | Married Female with children |

- b. Congregation is _____ is not _____ considering keeping the intern after he/she completes the year?

- c. Intern description (Please describe the type of intern you would ideally like to work with concentrating upon personality characteristics, ministry style, and any other personal qualifications.) _____

VII. OTHER MATTERS OF WHICH THE SYNOD/SEMINARY SHOULD BE AWARE

VIII. JOB DESCRIPTION – (Please attach a comprehensive intern job description – contact the Diaconal Ministries Coordinator at Concordia Lutheran Seminary (780-474-1468 x223 or jfrim@concordiasem.ab.ca if you need help in preparing such a document.)

We, the undersigned, attest to the truth of the material contained in this application and seek to be a future site for a DPS intern.

DATE

(Signature – Intern Supervisor)

(Signature-Congregational Representative)

(Signature – Senior Pastor)



IN THE NAME OF THE FATHER, SON AND HOLY SPIRIT

DIRECTOR OF PARISH SERVICES INTERNSHIP AGREEMENT

Lutheran Church–Canada

Agreement to care for the Director of Parish Services Intern:

We do hereby agree to accord our DPS Intern honour, love and encouragement as befits one in his/her position. We will be ever mindful that he/she is in our congregation primarily to learn as he/she serves, and accordingly we will support him/her with our diligent and faithful prayers.

Following are our plans for providing proper maintenance for the Director of Parish Services Intern and meeting the financial costs associated with the internship.

_____ **Basic Annual Salary** - This is set annually by the Lutheran Church–Canada Board of Directors and is available from the Synod Office (may need to be increased depending on cost of living for the area where church is located or if intern has a family) (includes 2 weeks of vacation)

_____ **Basic Housing Costs** (cost of basic one-bedroom apartment in the area where congregation is located) If intern is mature student with family this may need to cover cost to rent two- or three-bedroom apartment or home.

_____ **Basic Utility Costs** if not included in monthly rent (gas, electricity, water/sewer, phone, garbage collection for year--does not include long distance, cable TV, internet service and the like). Congregation might also expect to help intern pay initial deposits for these utilities.

_____ **Payroll Deductions** The congregation is expected to make appropriate employer contributions for Employment Insurance and Canada Pension Plan. These deductions are to be made on the combined amount for salary, housing, and utilities. As well the congregation should take appropriate employee payroll deductions for Income Tax, Employment Insurance and Canada Pension Plan.

_____ **DPS Internship Orientation Conference** costs for congregational supervisor to attend conference at CLS in May (travel, food and accommodation for one day)

_____ **Mid-Year Internship Retreat** (travel, food and accommodation for two days back at CLS).

_____ **Pastors & Deacons Conference** cost to attend the regional or sub-regional conference during the internship.

_____ **Moving Expenses** from CLS to congregation using economical self-move (and from congregation to back to CLS if intern is not placed in LCC as a candidate).

_____ **Mileage** at synodical rates for church related travel (home visits, youth retreats, circuit meetings, etc).

\$1,000 _____ **DPS Internship Administration Fee** (payable to CLS)

_____ **TOTAL congregational commitment to the costs associated with a DPS Intern**

This agreement between the congregation, the region of Lutheran Church–Canada in which the Intern is assigned, Concordia Lutheran Seminary, and the student is based on the assumption that all share in the responsibility of providing and educating Directors of Parish Services for the church.

-The President’s Ministry Council of Lutheran Church–Canada, in consultation with the Diaconal Ministries Coordinator of Concordia Lutheran Seminary, will place Director of Parish Services Interns into teaching congregations.

-These placements are made with the assumption that students need the opportunity to gain experiences and insights in a parish setting in preparation for full-time service to the church.

-The Intern is to regard himself/herself and is to be regarded by the supervisor and the congregation as a Director of Parish Services in training.

-He/she shall serve in accordance with the objectives and policies of Concordia Lutheran Seminary, of which he/she is a student.

-The congregation through its on-site supervisor (pastor or other supervising personnel) retains complete responsibility for the programs and spiritual life of the members of the congregation.

-The on-site supervisor accepts the responsibility to provide the kind of professional guidance and direction that will enable the Intern to derive the greatest possible value from his/her congregational experience.

-The congregation supports the practical education experience of Lutheran Church–Canada’s Director of Parish Services students by submitting a payment of \$1,000.00 to Concordia Lutheran Seminary for the administration of the internship program.

- Concordia Lutheran Seminary holds itself responsible for site identification visits; orientation of the student, the on-site supervisor, and the congregation; for supervision and evaluation during the internship, and for the assignment of the grade for the internship.

The agreement is ordinarily terminated at the end of the internship.

This agreement covers the 12-month (or 9 month) term beginning _____
and ending _____

(fill in dates after assignment has been made and starting dates determined)

1. CONGREGATION

Witness that this agreement has the full approval of

_____ of _____

(Name of congregation) (address)

Date _____ Pastor _____

Date _____ Congregational Chair or Secretary _____

2. REGIONAL PASTOR

Witness that this internship agreement has the full approval of the Regional Pastor of
the _____ Region of Lutheran Church–Canada.

Date _____

(Signature of Regional Pastor)

3. SEMINARY OFFICIAL

Witness that _____, a duly trained Director of Parish
Services student of Concordia Lutheran Seminary is hereby, at the direction of the Board of
Assignments, placed to serve in the capacity described in the accompanying application, job
description and this agreement.

Date _____

(Signature of Director of Church Work Programs)

4. STUDENT

Witness that I, _____, do hereby accept this
assignment fully aware of the great responsibility and trust which it expresses. It shall be my constant
prayer that God may bless me with a willing spirit, a large measure of faith, and strength to learn as I fulfil
my duties as a Director of Parish Services Intern.

Date _____

(Signature of student intern)