



Intern Scheme

Before You Apply

A guide for Churches and Individuals

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1) Introduction

Biblical Counselling UK's Church-based Intern Scheme seeks to assist churches who want to develop a biblical counselling approach to ministry. Where a local church has identified an individual with training and gifting in interpersonal ministry, this scheme provides a two-year framework to support that person's development and the development of conversational ministry across the life of the whole church. In addition to individuals who may hold volunteer roles within their churches, we also welcome applicants who are already employed by their churches in ministry roles, since the Scheme fits around existing responsibilities.

Where an Internship works well, we expect a vision for richer personal ministry to develop across the church. As more individuals learn that God would have them move towards others in their difficulties and as 'one-anothering' becomes a more routine part of discipleship, we hope the culture of church life will begin to change.

Shaping the Scheme for your context will require conversations with church leadership, governing bodies and councils and other individuals within your church. This handbook is intended to help guide those conversations and your decisions.

Note: The BCUK Church-based Intern Scheme is a competitive programme. The submission of an application does not guarantee you will be offered a place on the Intern Scheme.

2) Overview of the Scheme

a) Key Points

- Any activities carried out by the Intern will remain under the authority and oversight of the local church, and we ask that churches identify a Local Leader who can provide local accountability, regular oversight and support to help the Intern flourish in their role.
- Interns are assessed at the end of the first term, and at the end of the first year, but assuming satisfactory engagement and no concerns raised, interns ordinarily undertake a 2-year internship
- All Interns will receive the following input throughout the 2-year scheme:
 - A BCUK mentor to facilitate their growth in monthly 1:1 meetings (usually online)
 - Monthly training meetings on a variety of topics (online)
 - Monthly peer group (online)
 - In-person training meetings three times per year
 - Two whole-group meetings (Interns, Mentors and Local Leaders) per year to provide additional input and support (online)
 - Feedback in the form of mid and end-of-year reports

b) Year One

Through the process of applying and in their first year, we hope Interns (in collaboration with their church leaders) will develop and carry out plans that help foster richer and wiser pastoral care right across the church family. While the specific activities will vary depending on church context and individual gifting, this may include activities such as running a Real Change course, small group leader training, leading a seminar on an area of common struggle (e.g. anger or anxiety), and supporting church leadership in developing the pastoral care structures of the church. Again, depending on experience and context, Interns may also gain further experience in conversational ministry, with opportunities ranging from “kitchen table” ministry or discipleship of individuals to more structured conversations about specific struggles.

This range of support is aimed at helping resource churches and encouraging individuals in their personal growth.

c) Preparation for Year Two

At the point of application and throughout the first year, churches and their Interns need to consider their emphasis in their second year – namely church growth or counselling. Both the church growth and the counselling tracks are designed to take place in the context of the local church.

The tracks require a minimum of three Interns per track to be viable. Should either track be or become non-viable either at the point of application or during the ministry proposal process in Year 1, we will be discussed with the affected Interns and their churches and suggest an alternative training plan for their second year.

d) Year Two

i) Church Growth Track

Designed for:

- Individuals who are passionate about biblical counselling and find themselves drawn to more informal conversational ministry and helping their church grow in wise care of one another
- Churches who are keen to see interpersonal ministry develop but are not currently focused on developing formal counselling provision within their church

In this track, Interns collaborate with their wider church leadership to identify a particular area in church life to develop with a biblical counselling framework in mind. Suitable areas could include small group development, developing pastoral care structures, developing premarital & marriage refresher material, evangelism & outreach, etc.

Alongside their church leadership, the Intern will begin researching and creating a ministry development plan for the chosen area before the end of their first year. They will then spend their second year refining and beginning to implement this plan. Alongside this main focus, Interns will continue in other activities such as running a Real Change course and meeting with people for more informal / discipleship conversations.

Benefits of the Church Growth Track

- Provides focus and momentum for a specific area of ministry
- Allows churches to develop clear aims
- Sets a sustainable trajectory
- Can inform patterns for ministry in other areas of church life
- Connection into the wider biblical counselling network in the UK to see how other churches have gone about developing similar areas in their church.

ii) Counselling Track

Designed for:

- Individuals who are passionate about biblical counselling and bring a measure of expertise in conversational ministry either through previous church ministry experience or professional secular roles
- Churches who are keen to develop a more formal counselling provision within their church or in connection with other local churches
- Churches who are keen to be able to wisely speak into more complex situations

In this track, Interns should expect to spend the majority of their time in the second year engaging in more formal counselling conversations, alongside activities that foster a biblical counselling mindset across their whole church (such as running Real Change or a seminar).

In preparation for their second year, Interns should collaborate with their leadership to discuss how people will be referred to the Intern and whether it will be purely from within the church or from a network of local churches with whom there is a degree of relationship and trust. Interns will work alongside their leadership to structure this counselling ministry wisely and establish clear channels of accountability, with guidance and support from BCUK. They should also consider who else in the congregation displays conversational skill and how those individuals might be trained (eg through the Certificate Programme).

Intern Scheme Training meetings on this track will focus on counselling topics and methodology, with guest speakers with specialised experience helping to deliver content. Mentoring hours and peer groups will help the Intern think through situations they are involved with and provide regular support.

Benefits of the Counselling Track

- Provides support and guidance to create wise and safe structures for the delivery of more formal pastoral counselling
- Signals to the wider church that there is rich hope and help available within the church for more complicated struggles, contributing to a change in culture
- Helps the church develop the wider structures of pastoral care, and encourage the training and equipping of others

e) After the Scheme

Interns may also choose to participate in ongoing informal peer groups and BCUK-run ministry support groups. Many of our Alumni go on to play a role in the wider network of biblical counselling in the UK.

Our hope is that Interns will be able to continue in a recognised role in their church after the Intern Scheme ends. Opportunities for ministry will depend on gifting and resources, but for some Interns, the Scheme has led to an ongoing paid role, or the establishment of local fee-for-counselling services supported by the church or a network of local churches.

3) More Detail on the Support the Scheme Provides

In addition to the ministry undertaken in the local church, Interns receive the following:

- 1. Local Leader Meetings:** Each Intern has a Local Leader who provides the local accountability, pastoral oversight and support they'll need throughout their time on the Scheme. This is normally provided by a member of the church's pastoral leadership team but might occasionally be delegated to another suitably experienced member of the church. Interns should meet with their local leader at minimum twice a month. Local leaders are also required to connect at minimum once per term with the Intern's mentor.
- 2. Mentor Meetings:** Upon a successful application, we will match each Intern with a BCUK mentor. A mentor is someone with substantial experience in pastoral ministry and biblical counselling. Mentors and Interns should plan to meet once a month. This can take place either in-person, over the phone, or via video call.
- 3. Peer Groups:** The Intern cohort will be divided into small groups. Each group will meet once per month via video call, and the meeting will be facilitated by either the Director of the Intern Scheme or another BCUK mentor. Each Intern will have an opportunity to present on an anonymised pastoral situation or question they have, followed by feedback and prayer from the rest of the group.
- 4. Monthly Training Meetings:** Once a month, the Director of the Intern Scheme hosts an online training meeting via video call. These are two hours long, and first-year Interns and second-year Interns have separate meetings on different topics. In advance of the meeting, reading material and a handout on the chosen topic are sent out. Second-year Interns are given the opportunity to lead one presentation on a topic of their choice, provided the topic is approved by the Director or Manager of the Intern Scheme.
- 5. In Person Meetings:** Interns meet in-person three times per year. Typically these meetings take place in a central location in October, February or March and June of each academic year. One of these meetings will take place at the national conference. Training and face-to-face interactions are the highlights of these meetings. Meals are provided. Interns arrange their own travel and accommodation.

6. **Whole Group Zoom Meetings:** Twice per year, mentors, local leaders and Interns are invited to a 90 minute Zoom meeting providing input and breakout room discussion. These meetings give all those involved in the Scheme a chance to ‘see’ everyone and learn together. Typically, these take place in November and May.
7. **National Conference:** Interns are expected to attend our annual 3-day conference and receive a discounted booking rate. They join with the BCUK staff team to help with various tasks, such as assisting with registration and stewarding.

4) Other Aspects of the Scheme

1. **Term Reflections:** Interns write a short (400-600 word) reflection during the autumn and spring terms of the Intern Scheme.
2. **Mentor Reports:** Mentors provide a mid-term and end-of-year report to assess the Intern’s involvement in the Scheme.
3. **Local Leader Reports:** The local leader has a phone call with the Intern Scheme Director each autumn. They also write a ministry proposal report for first year Interns and write an end-of-year report to assess the Intern’s involvement in the Intern Scheme and the impact of the Intern Scheme on the church.
4. **Self-assessment & Ministry Proposal:** Interns write a self-assessment of their engagement with the Intern Scheme prior to the mentor’s mid-term and end-of-year report. First Year Interns will also write a ministry proposal during their first year.
5. **Grant Reports:** If the Intern and/or local church have applied and received a grant from BCUK, an annual report written by the Intern to document the use of the grant will be required. This will be included in the Intern’s year-end report.
6. **Audio Recording:** Interns have the option of recording a sample of a pastoral conversation to share securely with their mentor for further input.
7. **Zoom:** Mentors and Interns are free to use whatever method or online platform they prefer in order to meet. Peer group and monthly training meetings take place using Zoom. Reliable Internet access and a webcam are required.
8. **SharePoint:** Each Intern will be given their own secure folder in BCUK’s SharePoint environment where they will upload any submissions directly. This folder will be shared with their local leader, mentor and the Director of the Intern Scheme. Mentor and local leader reports will be uploaded here as well.
9. **BCUK and United for Mission (UFM) partnership:** This partnership provides a period of focused pastoral care to UFM missionaries who are struggling with a particular issue. The aim is to provide a Christian brother or sister in Christ who will love wisely, listen well and speak the truth in love to the UFM missionary so that he/she might continue to mature in their faith through their particular struggle. Usually, these conversations

will take place via online video call unless the mission partner is on home assignment in the UK. Participation in this partnership is optional for Interns, and should they desire to take part, they will become volunteers to UFM.

5) Eligibility to Apply

In addition to being a Christian believer, the eligibility criteria are:

a) Biblical Counselling Training

Most Interns will have studied on the BCUK Certificate Course or Certificate Programme. The table below gives the eligibility requirements.

If your training isn't described in this table, including if you have studied some modules directly with CCEF, please contact the Intern Scheme Manager.

BCUK Training	Eligibility Requirements	Notes
Certificate Course	<ul style="list-style-type: none"> Foundations, Topics and Skills Certificates Summer Intensive 	
Certificate Course <i>and</i> Certificate Programme (transitional arrangements)	<ul style="list-style-type: none"> 7 modules/courses Foundation and Intermediate Skills days (optional, but strongly recommended) Summer Intensive or Advanced Skills training (if possible) 	<p>Those applying to join the Scheme in Sept 2027 who have not taken the Summer Intensive or the Advanced Skills Training will participate in a short Zoom role play conversation as part of the Interview process.</p> <p>Anyone accepted onto the Intern Scheme to start in Sept 2027, who has not previously done the Summer Intensive, should take the Advanced Skills Training in the summer of Summer 2027, where possible.</p>
Certificate Programme (earliest application 2028)	<ul style="list-style-type: none"> Foundation and Intermediate Certificates Foundation and Intermediate Skills days (optional, but strongly recommended) 3 (minimum) Advanced Courses, including Advanced Skills Training 	The Advanced Skills Training must have been taken before applying to the Scheme

b) Location

The Scheme is for local churches in the UK who have nominated a member from within their own church family to be the Intern. We are normally unable to consider applicants who are not already attending the church in which they would like to complete the Internship, and we are normally unable to consider overseas applicants. We may consider the applications from those living overseas provided they have completed the required BCUK Certificate Programme courses (or CCEF equivalent) and have been sent overseas by a UK church in partnership with a UK mission agency.

c) Church Leadership

An applicant's church leadership is not required to have an in-depth grasp of biblical counselling, however we do ask that the decision to apply to the Intern Scheme is jointly taken between the church leadership and the individual applicant. We are looking for churches who are just as committed as the individual Intern to developing conversational ministry in their church. Internships work well when the church leadership are invested in making the most out of the Scheme and involved in drafting and carrying out the ministry proposals.

We will therefore ask if the leadership body of the church (eg. The PCC or eldership) has discussed and approved the application to the Intern Scheme alongside the senior pastor/leader who filled in the application forms.

The church must provide a Local Leader for the Intern. If the Intern is related to the proposed Local Leader (eg. they are married to them), we ask that the church provide a second Local Leader to ensure suitable accountability.

Note: We ask that churches follow their own current procedures for the safer recruitment of Interns since they will be church employees, voluntary workers or volunteers. This may involve a separate interview process for the applicant undertaken by the church, updating DBS checks and the provision of updated safeguarding training.

d) Availability/Time Requirement

Although the amount of time each Intern is able to give to the Intern Scheme varies, to make the most of the Scheme, we ask that individuals are able to give a minimum of 16-20 hours per week. These hours are inclusive of any BCUK-led training meetings, peer groups, BCUK Mentor conversations and meetings with the Local Leader.

e) Finances

There is no fee to apply to the Intern Scheme but we expect churches to cover any reasonable travel expenses and (if funds permit) to cover any resources Interns may purchase as part of their role. For more information on finances, see [Section 6](#).

f) Character

Applicants should be free from any safeguarding or criminal convictions that would hamper interpersonal ministry. The application process includes seeking references commenting on the applicant's character and suitability for the Intern role.

g) Safeguarding Training

Interns are required to have undertaken appropriate training in recognition of and response to abuse. If you have received no training, or your training is not recent (older than two years) or robust, if accepted onto the Scheme you will be asked to show your plans to receive suitable training before the start of the Scheme.

h) Agreement to BCUK's Statement of Faith

If accepted, you will be asked to sign that you agree with our [statement of faith](#).

i) Ministry Experience

While it is not necessary to have formal counselling experience to apply, we are looking for individuals who already display skills and gifting in conversational ministry, whether in church, parachurch settings or secular workplaces.

Here are some examples of people who have become Interns:

- A GP who worked part-time hours and was already involved in leading a home group and pastoral 1:1s on a volunteer basis.
- An assistant pastor who wanted additional support and training as he considered how biblical counselling might shape the way he led the church and had pastoral conversations.
- A retired headteacher who was wanting to use her biblical counselling training in service of her church alongside other family responsibilities.
- An elder with responsibilities for discipleships wanted further equipping alongside his secular job.
- A part-time woman's worker who had finished all the BCUK biblical counselling modules and wanted to put what she had learned into practice in her current role.

6) Finance

a) Intern & Counselling Ministry Bursary Fund

There are no fees associated with becoming an Intern. As BCUK steps forward into the next decade, we pray that the Lord will enable us to keep the Scheme and training provided by the Counselling Ministry team as accessible as possible from a cost perspective, whilst acknowledging the significant resources that BCUK invests in this training.

To that end, we have created a dedicated *Intern & Counselling Ministry Bursary Fund*. Churches and individuals who are accepted onto the Scheme will be asked at the end of

their first and their second year to consider making a donation to BCUK as a way of acknowledging the value of the training they have received. Suggested donations range between £500 to £1500 for churches or individuals who are able to contribute an amount of this nature.

The donated funds will be used for supporting the work of the Intern Scheme and Counselling Ministry training, including (but not limited to):

- a bursary fund to support those churches or individuals who would not be able to do the Intern Scheme without financial aid
- a bursary fund to support those churches or individuals seeking training in biblical counselling who would not be able to do so without financial aid
- subsidising the overall cost of training in biblical counselling to keep our fees as low as possible for everyone

To make a donation, please email partners@bcuk.org to let us know about your gift and request our bank details.

b) Travel Expenses for In-Person Days

It is expected that churches will cover their Intern's expenses for the In-Person training days. However, where it is not possible and we have funds available, BCUK will seek to cover the cost of travel if required. This could include: mileage (reimbursed using the AA Fuel Calculator), trains, flights, and taxis. Interns are encouraged to book ahead as soon as possible to secure lower prices, and to share taxis where possible.

c) National Conference Discount

Interns receive a discounted ticket price for the annual national conference and are offered subsidised accommodation. Interns are expected to cover their own travel expenses to the national conference, and are free to arrange their own accommodation if they wish. We regret that we are unable to offer a discounted ticket price to local leaders.

d) BCUK Intern Scheme Grant

Our vision is that fostering a biblical counselling mindset and approach to ministry in the Intern's church will be sustainable even after the Intern Scheme finishes. We strongly encourage Interns and their churches to fundraise where possible and we have written a separate Raising Support document to support you in this.

However, we recognise that individual churches may not have the resources to financially support an Intern and his/her ministry. There is currently a small hardship grant available through BCUK. In the years to come, this grant offering will be replaced with the Intern Bursary Fund (see above). The process of receiving this grant differs depending on whether the Intern will be an employee or a voluntary worker of the church:

Employee

If the Intern is already an employee of the church or will become an employee at the beginning of their Intern role, the church can apply for a grant from BCUK to help fund the Intern's salary. As an employee, the Intern should receive at least the national minimum wage and have an employment contract. They will be entitled to employment rights such as statutory sick pay, maternity/paternity pay, paid annual leave, employer's pension contributions, etc.

Occasionally, church staff are employed by a separate trust or grant-making body. If the Intern is to be an employee of one of these, it is the trust or grant-making body that should apply for the grant from BCUK.

Voluntary Worker

A voluntary worker does not work voluntarily but is under an agreement to provide the services for which she/he is engaged. Voluntary workers are not paid. Like a volunteer, a genuine voluntary worker is exempt from receiving the National Minimum Wage. It is essential they must not receive remuneration for the work they do.

Often, ministry trainees or apprentices in a church will be voluntary workers. A voluntary worker has an agreement specifying working hours, who they are accountable to, etc. but they are not entitled to the same employment rights as an employee. They are allowed to receive reimbursement for expenses incurred in their role, but they do not receive a salary or any other benefit-in-kind.

The church therefore cannot apply for a grant from BCUK, as distributing the grant money to the voluntary worker could be seen as remuneration, and therefore an indicator of employment, which is not the case. Instead, the individual applicant can apply for a grant from BCUK directly.

A note on Volunteers

A volunteer provides their services voluntarily – there is no mutuality of obligation. For this reason the individual should not sign any form of contract, although an informal 'volunteer agreement' is allowed, often phrased in terms of hopes and expectations rather than obligations. As with voluntary workers, volunteers receive no salary from their church. Church members offering to serve on teams such as the Sunday School rota would be classed as volunteers. It is unlikely an Intern would be regarded as a volunteer – they are more likely to be a voluntary worker or employee.

The individual or organisation applying for the grant must clearly demonstrate why they are in need of further financial assistance in order for the Intern role to be possible. We strongly encourage individuals to read the Raising Support document to help offset costs if they are not in receipt of a salary.

Applying for a grant

To apply for a grant, please email interns@bcuk.org and state whether the Intern will be an employee (and whether they are employed by the church or a separate organisation) or a voluntary worker of the church. The relevant form will be sent either to the church leader or to the Intern applicant to complete.

You should complete the grant form and submit it together with the rest of the Intern Scheme application documents. If a grant is approved, you will be required to give an annual report detailing the use and impact of the grant.

To receive a grant for the second year of the Intern Scheme, the Intern should outline how they have used the grant in their year-end report. In addition, the Intern's local leader and mentor must each submit a year-end progress report and recommend the Intern to a second year. Should the reports prove satisfactory, BCUK will offer of a second year of the grant and the Intern must sign a new Intern Agreement and Code of Conduct before any grant monies will be given.

7) Applying to the Intern Scheme

Applications open on 1st January each year, and close in mid March.

We are looking for applicants who are already able to demonstrate a level of skill and gifting in conversation before beginning the internship. The applicant's church leadership should have thoughtfully engaged with the applicant before starting the application process, and share a commitment to helping the whole church community grow in wise one-anothering.

We are happy to respond to informal enquiries about the Scheme, and help the church leadership decide the particular form the Internship should take.

Those wishing to apply to the scheme are invited to submit an application outlining plans for the development of conversational ministry in their church. This description of the proposed ministry must be written in collaboration with their church leader(s) who would then complete the church leader application form. Details of the application forms and process are provided below.

The BCUK Church-based Intern Scheme is a competitive programme. The submission of an application form does not guarantee you will be offered a place on the Intern Scheme. Every year, the Intern Scheme receives more applications than we are able accommodate.

Interns returning after a break: If an applicant who was formerly on the Intern Scheme wants to return to finish the remainder of the Scheme after a break, we ask them (depending upon the circumstances of their voluntary withdrawal) to write a self-reflection on the intervening period since leaving the scheme, outlining in particular:

- how their situation has changed and become conducive to finishing the scheme

- how they have grown personally such that a return to the Scheme will be beneficial for them and their church

Application Forms and the Application Process

a) Intern Application Form

1. Personal Details
Basic biographical information, current occupation and basic church information.
2. Relevant Training
Biblical counselling training, theological training, secular counselling training, ministry training, safeguarding training, other relevant training and any practical placements undertaken as part of training.
3. Relevant Experience
Details of any informal and/or formal interpersonal ministry experience, other ministry experience, current experience in your local church and any other areas of service over the past ten years. We also ask applicants to share how their experience has affirmed their gifting in interpersonal ministry and whether they are aware of any weaknesses.
4. Personal Statements
How and when you became a Christian, Christian growth, development of interest in biblical counselling, any areas of question and/or disagreement with BCUK's approach to ministry and biblical counselling, hours per week available and specific character/skills-based personal goals you have for the Intern Scheme.
5. Referees
You must provide contact details for:
 - A ministry referee (who is in your current local church, has known you for at least two years and is able to comment on your skill in personal ministry and is not the senior pastor of your church)
 - A personal referee (a mature Christian who has known you for more than five years, is able to comment on your personal spiritual growth and is not your senior pastor of your church).
6. Applicant's Declaration

b) Church Leader Application Form

1. Church Details
Basic church information such as denomination and website.
2. Interest in biblical counselling

Here the leader can share what connections they have had with biblical counselling, any questions they have about it and how they arrived at the decision to apply for the Intern Scheme.

3. Ministry Proposal

Includes sharing the church's vision behind the application to the Intern Scheme *and* the specific structures, plans and goals the church and applicant have for the Scheme if offered a place.

4. Financial Information

Where the church can state whether they or the individual Intern will be seeking to apply for a grant.

5. Local Accountability and Safeguarding Arrangements

Basic information about the local leader nominated to support and oversee the Intern in the local context and the person overseeing the church's safeguarding responsibilities.

c) Due Diligence Form

The Due Diligence form is to be completed by the Senior Pastor of the church. It ensures the church will obtain the relevant DBS checks for the Intern role and recruit the applicant as an employee or voluntary worker to the church according to safer recruitment best practice.

d) Grant Application Form

The grant application form requests the following information.

1. Basic Details

2. Goals for the Intern Scheme – these may be the same as stated in the application form.

3. Grant Details

- a) Reasons why a grant is being requested
- b) Amount of grant requested
- c) What other sources of funding have been explored
- d) A breakdown of how the grant would be used
- e) How you will work towards building financial support for the future
- f) How plans for ministry would change if the requested grant was partially approved or not approved.

4. Name and contact details of person filling out the form

5. Declaration

e) Interviews & Role Plays

Once the application form is submitted, we will request an online video interview with applicants and their church leader. The interview will usually last no longer than forty-five minutes.

At BCUK's discretion, applicants may also be invited to participate in a role play where they will be asked to have a conversation with a BCUK staff member, with a second BCUK staff member acting as observer. The applicant will be the help-giver, with the staff member acting as help-receiver. A scenario and instructions will be emailed to the applicant as far in advance as possible so the applicant has time to prepare. The entire call will last one hour, with the role play section lasting approximately 30 minutes. The purpose of the role play is to further help BCUK assess the skill level of the applicant and whether the Intern Scheme is a suitable next step for their development.

f) Decisions

Our aim is always to have final decisions back to applicants as soon as possible, and usually by mid-April of each year. A sense of the timing of decisions will be given at interview.

Where an applicant is unsuccessful, BCUK will endeavour to consider what other available options may help the applicant continue to develop in biblical counselling and suggest those as appropriate.

8) Confidentiality, Competence and Liability

a) Liability

1. BCUK does not define biblical counselling as a professional service or the activity of experts. We use the label 'biblical counselling' to describe the provision of wise counsel to a person who is seeking help and wishes that help to be founded on a biblical understanding of life. This is part of the normal work of pastoral care within a church community and, as such, we do not understand it to require special insurance arrangements any more than a youth worker or community pastoral worker does, though we recommend each church review their insurance policy to understand what it does and does not cover. We encourage applicants to discuss any concerns regarding insurance and liability with their church leadership as part of the decision process to apply to the Intern Scheme.

Interns are not to use language that would lead people to see them (explicitly or by implication) as a 'qualified Biblical Counsellor' or a 'licensed professional counsellor'. To do so risks suggesting that they have an accredited qualification or they have had training and supervised practice similar to that required of a secular counsellor, which is not the case. Every effort should be made to help those receiving support from the Interns to understand they are not receiving professional counselling.

2. BCUK will provide a mentor to support the Intern in their spiritual, personal and pastoral development, but this will not provide any formal or legal accountability for their work. The mentor will discuss individual pastoral situations, but pastoral responsibility will remain with the local church.
3. Peer groups are an informal exchange of ideas, advice and best practice. BCUK accepts no liability for advice given to or actions taken by individuals as a result of the advice provided in peer group. Responsibility for care given by an Intern rests with the Intern and their church leadership.

b) Competence

Though some Interns might be capable of supporting those with more complex difficulties because of other training and experience, this will not always be the case. Interns will often be helping the church identify and engage biblically with the sort of problems we all face (grumbling, social anxiety, bitterness, irritability, overworking, fear of man, etc.). An important part of the Internship will be thinking through limits of competence and wisely ministering within those limitations.

c) Confidentiality

Because a key dynamic of the Intern Scheme is that the church retains and maintains pastoral authority over the Intern and their activities, the church leadership must remain actively involved and aware of all that the Intern is participating in, whether that is meeting with individuals, running groups or similar activities.

BCUK expects Interns to be communicating who they meet with to their church leadership and where necessary, directly involving church leadership in the pastoral care of individuals, particularly with more complex situations.

BCUK expects Interns to clearly explain to any individuals with whom they meet how the flow of information works. For example, if the church's agreed-upon practice is that the senior leadership team or eldership body will be informed of who the Intern is meeting with and that broad-brush information will be shared, then the Intern should explain this to the individual.

BCUK expects Interns to keep any notes they take when meeting with individuals in compliance with the data protection policies of their church.