

A photograph of two young women in conversation, framed by a large, stylized red number '1'. The woman on the left is in profile, looking towards the right. The woman on the right is smiling and looking towards the left. The background is a soft-focus office or meeting room.

Building Future Christian Boards

The
Board
Internship



Mentor Information Pack

2025-2026



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One of the best experiences for me was having a one on one mentor.

My mentor met with me every time we had a board meeting and I got to ask lots of really helpful questions.

James Baker
CEO XP Ltd
Graduate 2021



1. Overview of the Program

The Board Internship equips young Christians between 22 and 35 for future Board positions by providing hands-on board experience, mentorship, learning & development, and networking opportunities

In turn, it provides Ministry and Church Boards with fresh, young, diverse perspectives, often filling skill and knowledge gaps that can lead to future board appointments

As the boards of Christian organisations are aging, governance is often lagging, and recent collapses and moral failures of Christian leaders have eroded trust, this program is the perfect opportunity to show leadership and develop the next generation of trusted Board Members

This is a joint program by CMA and Korus Connect



2. Program Breakdown



Board involvement

12-month attendance at all board meetings in a non-voting capacity

Interns receive all Board papers and minutes, may be seconded to appropriate committees (eg. risk, audit), attend Strategy Days and AGM

Interns should be invited to attend other events hosted by the organisation where Board members would ordinarily be present



Mentorship

Each intern is paired with a Board Member from their Host Board to Mentor the Intern throughout the Program

Mentors should be chosen carefully and be available to offer advice, answer questions before and after each Board Meeting, and provide spiritual input and Christian leadership in the governance journey

Meetings should be structured one on one, as well as additional communication throughout. Three Performance Evaluations are to be completed



Learning & Development

Interns participate in a 12-month curated learning program with a Christian Governance focus, with a mix of presentations from leading Christian professionals, fireside chats with exceptionally experienced Chairs, and facilitated group work to embed their learning.

Interns also attend two CMA Conferences free of charge and engage in other in-person training offered by the Host Board.

Recordings of sessions are made available to Host Boards as Professional Development



Fundraising

Effective Board Members hold key responsibilities as askers, ambassadors and advocates for the organisation, and as Board Members it is critical to understand how the organisation is financially resourced to carry out its mission.

To this end, Interns are trained and equipped to act as effective 'askers' and tasked to assist in a fundraising campaign to apply their skills. Mentors are asked to provide some support to assist Interns navigate this project



Networking

In addition to networking opportunities at the CMA Conferences, Interns are introduced to the Alumni, have the option to be listed on the TBI Directory, and are encouraged to continue building relationships and networking throughout the sector.

Host Boards are asked to provide networking opportunities where appropriate



Support

Interns and Mentors are provided support throughout the program in the form of Pastoral Care and ongoing prayer from the TBI Team.

Evaluations, informal chats, regular communications, and a 'Mentors Only' session all provide opportunities for feedback and a chance to address any issues

Host Boards are asked to provide feedback at the halfway point, and we conduct a final review at the end of the program

3. Characteristics of a good Mentor

Mentors must be willing participants in the program with a desire to sow into the next generation of Christian leaders and board members, with a strong commitment to Godly governance and a spiritual maturity to guide and advise the Intern as they navigate governance in the Christian boardroom

Mentors must be able to make themselves available, at board meeting time for questions, and in between meetings for guidance on questions that may arise from the Learning & Development Program

Mentors who are willing to extend themselves, to help the Intern understand the nature and culture of the host organisation, the industry, the challenges and issues the board is facing, who are building relationships and networks with their Intern, and are gaining as much from the mentoring as the Intern

4. Role of the Host Board

The success of the program relies on the Host Board meeting several expectations:

- ✓ Conduct onboarding with your intern to familiarize them with your board and organisation
- ✓ Invite your intern to participate in all board meetings throughout the year (minimum 4 per year), including access to all papers
- ✓ Where appropriate and in line with skill sets, provide opportunities for your intern to sit on committees
- ✓ Provide opportunities for your intern to attend all events which Board members would ordinarily attend (e.g. AGM, Strategy Day/Weekend, Board dinners)
- ✓ Proactively seek to include your intern in Board discussions and ask their views on issues
- ✓ Not exclude your intern from any issues (no matter how sensitive) unless in accordance with Conflicts of Interest Policy
- ✓ Support your Mentor in their role and, if necessary, provide a replacement Mentor if the appointed Mentor is unable to continue to fulfil their role
- ✓ Provide feedback to The Board Internship on the program and your intern at intervals and at the end of the program
- ✓ Have at least one representative attend two consecutive CMA Conferences (usually held around the first week of June), the first for the Intern's Commissioning and the second for their Graduation to support your intern
- ✓ Be an ambassador generally for the internship program

5. Role of the Mentor

The success of the program also relies on Host Board Mentor selection, and the Mentor meeting several expectations:

- ✓ Complete and sign the Mentor Questionnaire and attend the Mentor Induction Training
- ✓ Familiarise your Intern with the Host Organisation's people, culture, structure, vision, services, programs and financial operations
- ✓ Discuss with your Intern their expectations of the Mentoring relationship and establish clear goals for the internship period
- ✓ Meet face to face with your Intern where possible following each Board meeting to discuss their insights and answer any questions, (and possibly also prior board meetings to discuss papers and prepare the intern), and be available for further discussions, advice, prayer and support via email/phone/zoom
- ✓ Provide spiritual context to governance and assist your Intern in understanding the role of Christian leadership and God in the boardroom
- ✓ Engage intentionally in and support the purpose, mission and processes of the internship, including considering how to best utilise your Intern's time and talent to enhance their experience
- ✓ Connect your Intern with relevant people in the Mentor's network and professional events where appropriate
- ✓ Conduct three Performance Evaluations on your Intern as provided by The Board Internship
- ✓ Where possible, participate in quarterly Mentors Only sessions to encourage and support other mentors in the program, and to be supported
- ✓ Optional attendance at Intern's Learning & Development webinars to support them, as well as option to share recordings of presentations with your Board for ongoing professional development

6. Role of the Intern

The success of the program relies on Interns fulfilling several expectations:

- ✓ Commit to The Board Internship opportunity fully, recognising all facets that make up the program
- ✓ Take initiative, ask questions, and be guided by their Mentor
- ✓ Be open and honest with their Mentor about their goals, expectations, challenges, concerns and feedback
- ✓ Attend all Board Meetings for their Host Board, and engage with committees and other events when invited and wherever possible, even if not mandatory
- ✓ Sign a Non-Disclosure Agreement to protect their Host Board, as they are being exposed to sensitive information
- ✓ Communicate with The Board Internship Administrator if there are challenges that impact their ability to complete the program
- ✓ Actively engage in all aspects of the program, whether set by The Board Internship team or by their Host Board
- ✓ Participate in the Learning & Development program with attendance and completion of quizzes and reflections (failure to attend or complete more than 50% will result in failure to graduate from the program)
- ✓ Complete quarterly Performance Evaluation as self reflection and sign off with Mentor
- ✓ Actively participate in Fundraising project with the goal to raise a minimum of \$1000 towards the costs of running the program
- ✓ Provide constructive feedback on the program to The Board Internship team during feedback sessions

7. Important steps for success

Mentors play a critical role in the entire Board Internship Program, and success often depends on the relationship between the Intern and the Mentor. These are some important steps to follow:



8. Next Steps

Complete your Mentor Questionnaire

[Click here to complete your
Mentor Questionnaire](#)

Or scan the
QR Code



Find out more at www.theboardinternship.org.au