

Building Future Christian Boards

The
Board
Internship



Mentor Information Pack

2026-2027



What is in this pack?

1. Overview of the Program
2. Program Breakdown
3. Characteristics of a good Mentor
4. Role of the Host Board
5. Role of the Mentor
6. Role of the Intern
7. Important steps for success
8. Mentor Questionnaire Link

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My mentor was great for many reasons, he was very accessible both in terms of time availability and openness, easy to approach and engage with, always happy to answer questions, this made me feel very comfortable and empowered me to get the most out of the relationship. His experience equipped me with a range of options and tools for future use in different scenarios, not just a black-and-white single view. This really added value.

Emily Bowman
Interned with CMA

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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 and building a pool of trained and equipped leaders for future board service.

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.



3. Program breakdown



Board involvement

Interns attend all board meetings in a non-voting capacity for 12 months.

Interns receive all Board papers and minutes, may be invited 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.

Mentoring meetings should be structured one on one, as well as additional communication throughout the year. 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 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 and Mentors are encouraged to attend the open sessions to facilitate dialogue with their intern.



Fundraising

Effective Board Members hold key responsibilities as askers, ambassadors and advocates for their 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 on the TBI website, and are encouraged to continue building relationships and networking throughout the sector.

Host Boards are encouraged 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 for feedback at the end of the program.

3. Characteristics of a good Mentor

1

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.

2

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.

3

Mentors must be 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, build relationships and networks with their Intern, and are interested in 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 familiarise them with your Board and organisation
- ✓ Invite your Intern to participate in all board meetings throughout the year (face to face preferred), 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
- ✓ Include your Intern in all board meetings and decisions, including sensitive ones, subject to Chair discretion
- ✓ 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 (notifying TBI)
- ✓ Provide feedback to The Board Internship on the program and your Intern at required 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 Code of Conduct and attend the online 1.5hr Mentor Induction Training in May
 - ✓ 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 to 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 your network and professional events where appropriate
 - ✓ Conduct at least three Performance Evaluations on your Intern as provided by The Board Internship
 - ✓ Where possible, participate in Mentors Only sessions to encourage and support other mentors in the program, and to be supported
 - ✓ Optional attendance at Intern's webinars to support them, as well as option to share recordings of presentations with your Board for ongoing professional development
- *As the Mentor is a critical role in the program, please read the separate **Mentor Information Pack and Questionnaire** in your consideration to become a Host Board*



6. Role of the Intern

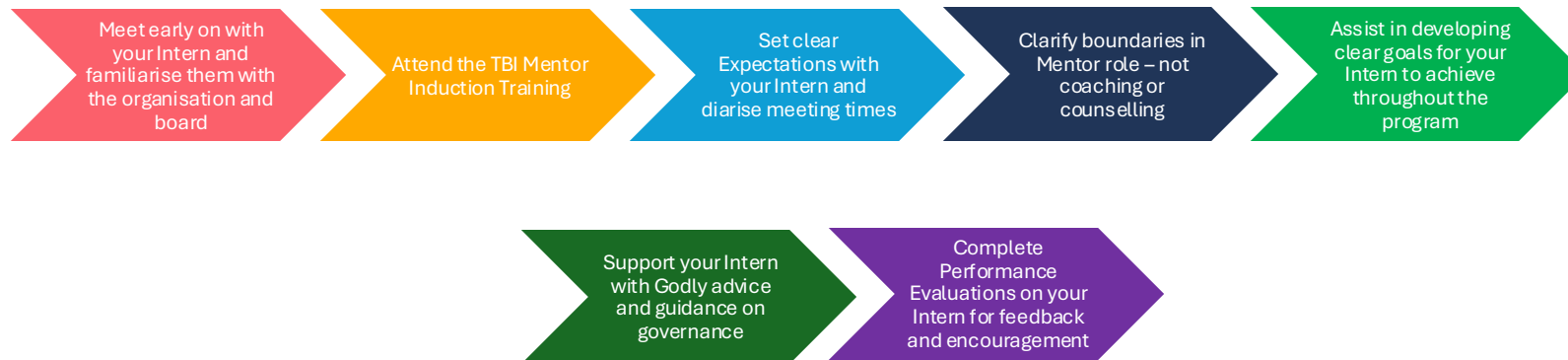
The success of the program relies on Interns fulfilling several expectations:

- ✓ Commit to The Board Internship opportunity fully, recognising all facets that make up the program
- ✓ Show initiative, ask questions, and be guided by your Mentor
- ✓ Be open and honest with your Mentor about your goals, expectations, challenges, concerns and feedback
- ✓ Attend all Board Meetings for your Host Board as a non-voting observer, and engage with committees and other events when invited and wherever possible, even if not mandatory
- ✓ Sign a Non-Disclosure Agreement to protect your Host Board, as you are being exposed to sensitive information
- ✓ Communicate with The Board Internship Administrator if there are challenges that impact your ability to complete the program
- ✓ Actively engage in all aspects of the program, whether set by The Board Internship team or by your Host Board
- ✓ Participate fully in the Learning & Development program, attending live or watching recordings of webinars (preference is live attendance), and completion of quizzes and reflections by the due date (failure to fully participate will result in failure to graduate from the program)
- ✓ Complete at least three Performance Evaluations as self reflection and sign off with your Mentor
- ✓ Actively participate in the 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:

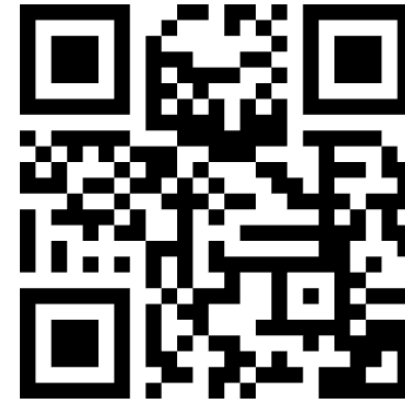


8. Next Steps

Complete your Mentor Questionnaire (required)

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

Or scan the
QR Code



Find out more at www.theboardinternship.org.au