Final Integrative Exercise for Ministry Interns

The focus of the Final Integrative Exercise (FIE) is on personal reflection and the integration of ministry practice, spirituality and theology in your own formation process during the twenty-two months of your internship with the Knox Centre. The FIE is one of the Presbytery requirements before you can be licensed.

While KCML provide comment on your work – we do not actually mark or grade it. Only Presbytery can do that. But your Ministry Formation Coordinator (MFC) will help you with the draft. This exercise is conducted in the second year of your internship. The timeline to work to is:

* By **1st September** submit to your MFC bullet points of how you intend to address each of the sections outlined in the guidelines below. Your MFC will offer comment.
* By **1st October** submit to your MFC a version of your FIE that has the bullet points worked up to prose. Take note – your FIE is autographical and is not an academic treatise. There will be academic elements but it is not a full-blown essay. Think of it more as a robust, clear, searching and engaging journal entry. Again – your MFC will provide feedback.
* By **1st November** your FIE will be submitted to your Presbytery. In the lead-up to this date – ensure that your MFC is ok with your progress.

The FIE is a chance for you to reflect on what have been significant learnings and outcomes for you during this time and should draw on all aspects of the programme. You should give attention to matters such as spiritual and personal growth, your practical theology, your leadership gifts and strengths, your sense of vocation and the way these are being affected by your experiences within the programme. Attention should also be given to the qualities and professional competencies which you carry into ministry.

This is not primarily an academic exercise although it is expected that it will exhibit robust biblical and theological thinking which illustrate or substantiate your own faith and practice perspectives. When citing publications, you will need to reference them as you would for an essay.

The completed exercise (which is due by 1 November of the second year of the internship) will be assessed on the following criteria:

* Awareness of your own personhood and practice as it relates to ministry and leadership (ministry identity)
* Evidence from your practice that illustrates your learning
* Integration of theological thinking, practical ministry understanding and personal and spiritual growth
* Identification of and reflection upon some of the strengths/gifts and weaknesses/limitations you bring to ministry
* Written in an understandable form following the conventions of good writing and presentation

**Organising your Final Integrative Exercise**

The final version is around 5,000 words. However, if required you can exceed that limit with the agreement of your Ministry Formation Coordinator.

Start with an Introduction. It is important in the introduction that you describe your intern placement context. The examiners of your FIE will more than likely not be familiar with your context. Then, reflect on the following three questions (the bullet points will guide you in responding to the questions). It is important to provide evidence where suggested:

1. *What ministry identity/self-understanding do you have?*

* How would you articulate your ministry identity/self-understanding? What kind of minister do you imagine yourself to be now? What will be your emphases/passions and strengths?
* What does becoming an ordained minister in the PCANZ mean to you now? How has this changed/developed?
* What experiences (positive and negative) in the internship impacted on this?
* What biblical and theological insights have helped to shape this?
* What personal/spiritual growth has directed this?

1. *What ability do you have to manage yourself and exercise the role of minister/leader?*

* How well have you formed effective pastoral relationships (established trust, clear communication, etc.)?
* How well have you managed personal and role boundaries? Are you learning to exercise good choices?
* Does your leadership influence, guide, teach, and enable others?
* How well do you reflect on your practice (experience, action, theology and feelings)?
* Can you work constructively with conflict?
* What spiritual disciplines have you put in place/strengthened?
* How would you assess your competency in the following areas? Where do you think your strengths/growth areas lay?

1. *Leading worship and encouraging spiritual growth* (covering the key experience areas of preaching and worship leading)
2. *Cultivating communal and pastoral formation* (covering the key experience areas of pastoral care, Christian education and ministry management)
3. *Enabling mission practice* (covering the key experience areas of ministry management and mission engagements)

Support your response to any of the above with evidence and examples wherever possible.

1. *What awareness do you have of areas for development?*

* What was not addressed in the internship for you?
* What new options and interests have been opened up by your learning?
* What faith discoveries have you made?
* What specific growth areas do you intend to work on?

Finish with a conclusion that picks up the key themes and answers the following question: ‘In what way has your call to pastoral ministry been shaped/confirmed?’