



ANCHORPOINT
CHURCH

FORGE
Internship Program
Mid 2025 Intake
Information Pack
and Application Form

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Introduction to the FORGE Internship Program

At AnchorPoint Church, the **FORGE** program is a space where passion meets purpose. It's a year of intentional growth—where you'll be **discipled, mentored, and equipped** for real-life ministry as you serve hands-on in the life of the local church. This isn't just training; it's about being **shaped and strengthened** for the calling God has placed on your life.

Flexible Commitment Options

While we encourage interns to commit to the full **12-month journey**, we understand that everyone's circumstances are different. If a **six-month internship** would better suit your season of life, we're open to discussing this option with you. A **pro-rata funding allocation** would apply. If this is something you're considering, please reach out—we'd love to have a conversation.

Who can apply?

The FORGE program is open to **anyone with a heart to grow and serve**. While many participants are young adults, we welcome applications from people of **all ages and life stages** who feel called to deepen their discipleship and ministry experience.

Whether you're studying at Bible college, exploring a call to ministry, or seeking to strengthen your leadership while serving in the local church, FORGE offers a unique opportunity to combine **practical service with spiritual formation**.

Applicants must be part of AnchorPoint Church or willing to make AnchorPoint their home. For those receiving financial support through the Internship Funding Allocation, we ask for a minimum **two-year commitment** to the church—one year for the internship, and one year of continued involvement beyond it.

Application Process

To apply, simply complete the Application Form at the end of this document and either email it to hello@anchorpointchurch.com.au or hand it directly to one of our pastors.

Applications close on **Sunday 27th April**, but we encourage you to apply early to allow plenty of time for the process. All applicants will be invited to an interview and notified afterwards regarding the outcome of their application. But don't stress, if you're keen we'll be keen to have you!

Where You'll Serve and Grow

As part of your FORGE journey, you'll have the opportunity to serve and receive hands-on training across a range of ministry areas, which may include:

- Church Services
- Kids Ministry
- Youth Ministry
- Young Adults
- Worship, Creative, and Multimedia
- Communications / Social Media
- Connect Groups
- Connections and Welcome Team
- Facilities and Operations
- Café and Hospitality
- Local and Global Missions
- Admin and Office Support
- Guest Ministry Hosting
- Event Planning and Support

We'd also love to have you serving across our locations wherever possible. This will widen your ministry experience and expose you to different church settings and congregations. During your interview, we'll explore your passions and strengths, and wherever possible, we'll align your

internship with areas that best suit your calling and capacity. That said, FORGE is designed to give you a **broad, real-world experience of church life**, so you can expect to serve across multiple areas and locations as part of your development. This wide exposure helps build **resilience, adaptability, and leadership depth**, giving you a well-rounded perspective of ministry in action.

You'll also receive regular mentoring, discipleship, and study support from our Lead Pastors, Location Pastors, and key leaders—helping you grow not just in skill, but in heart and maturity.

Time Commitment

FORGE interns will grow through both structured team time and flexible, self-directed service.

- **Full-capacity interns** will volunteer **6 hours per week**.
- **Part-time interns** will volunteer a pro-rata number of hours (minimum 3 hours), based on their funding allocation.

When it comes to internship what is 'caught' is often as beneficial as what is 'taught'. So, for maximum benefit, we encourage interns to volunteer during times when our staff are most active at the Illawarra building. But we realise that some will have other work and study commitments, so there is flexibility. Some hours and some roles can be completed at times that suit your personal schedule. To help track and honour your time, you'll be asked to keep a **simple logbook** of your volunteer hours. Where possible we'd love to have our interns in the room together on occasion so you can learn from and support one another.

Because of this flexibility, we're looking for people who are **self-motivated, reliable, and proactive**. There will also be scheduled meetings with staff, key leaders, and fellow interns—either in person or online—for **training, collaboration, and discipleship**. These meetings count toward your weekly volunteer hours.

Start Dates & Study Flexibility

The 2025–2026 FORGE Internship will run from **Monday 28th April 2025 to Monday 2nd April 2026**, with breaks aligned to the **NSW Public School Holidays**.

Not ready to start studying right away? No problem. We offer flexible start dates for Bible college studies—you can begin in **Term 3 or Term 4** if that suits your schedule better. We'll work with you to find a pathway that fits.

Funding & Resources

While FORGE is a volunteer-based program and does not offer paid positions, we're committed to supporting your development. We want to invest directly into your ministry growth and training. That's why each full-capacity intern will receive an **Internship Funding Allocation of \$4,100**, designed to cover the cost of full-time study at C3 College Online.

If you're in a financial position where you don't need some (or any) of this support, you're still very welcome to apply. Choosing not to use the full allocation allows more people to participate in the program—thank you for your generosity. When applying, simply indicate how much of the funding you'll request and what you plan to use it for. If you intend to cover some costs yourself, please include that too.

Important: All uses of the Internship Funding Allocation must be **pre-approved** by the Lead Pastor or their delegate. Unapproved expenses may not be reimbursed. Funds can either be paid directly by the church or reimbursed after pre-approved purchases.

The allocation must be used for your training and development. Here's what it can cover:

1. Bible College (Compulsory unless previously completed)

- Enrol in the **Certificate IV in Christian Ministry and Theology** through [C3 College Online](#).
- Choose from:
 - **Full-time:** 3 online subjects + your hours, completing your Cert IV in 12 months.
 - **Part-time:** 1–2 subjects at a time + internship still counts toward your qualification.
- Already completed a Cert IV? C3 College also offers a **Diploma** for those progressing beyond Cert IV.
- And, if you want to study at **graduate** level your funding can also be used to contribute towards the costs of higher education at [Alphacrucis College](#).
- Need help with **Recognition of Prior Learning**? Let us know—we're happy to help.
- Full-time Diploma or higher students at approved RTOs may be eligible for **Centrelink assistance** (check individual eligibility).

2. Software & Media Training

- Adobe Creative Suite (Photoshop, Illustrator, InDesign, etc.)
- Microsoft Office (Word, Excel, PowerPoint, Outlook, etc.)
- Video Editing Courses
- Social Media & Digital Communication Training
- Xero Accounting Training

3. Creative Ministry Courses

- Includes music, visual arts, drama, videography, and more.

4. Personal Development Courses

- Courses that grow your character, confidence, and leadership.

5. C3 Conferences

- Registration and travel costs related to official C3 gatherings.

6. AnchorPoint Church Overseas Missions Trips

- You may use funds for a future AnchorPoint Church or other approved missions trip.

7. AnchorPoint Church Israel Tour

- You can save your allocation toward a future Israel tour.

Living the Call: Your Role as a FORGE Intern

As a FORGE intern, you're not just volunteering—you're stepping into a significant role of **influence and trust** within AnchorPoint Church. You'll be recognised as part of our **Key Team** and may at times represent the pastors and senior leaders in both church and community settings.

Because of this, we view the internship as more than just a program—it's a **calling**. Interns are expected to serve **under the covering of our senior leadership**, working within the culture, values, and structure of our church. This shared alignment allows us to move forward together with clarity and purpose as we pursue **God's vision for AnchorPoint Church**.

As part of your application, you'll be asked to read and sign our **Code of Conduct** and agree to the expectations listed below.

If you have any questions or concerns about these expectations, we encourage you to reach out and speak with a pastor. We're here to support and walk alongside you.

Note: In addition to these general expectations, there may be **specific guidelines** depending on the roles and ministries you're involved with during your internship

1. Ongoing Commitment

- Be a current member of AnchorPoint Church or be willing to join for the duration of your internship.
- If receiving a funding allocation, you'll commit to **two years of active involvement**—the internship year, plus one additional year of serving in the life of the church.

2. Generosity

- Tithe **at least 10% of your gross income** to AnchorPoint Church.
- Be a contributor to our annual **Vision Builders** campaign.
- Embrace a lifestyle of generosity—giving to other causes and people as you are able.

3. Personal Leadership Development

- Be **open to discipleship** and willing to receive encouragement and feedback from your leaders.
- Regularly use our **DiscipleLabs** platform to reflect, set goals, and track your growth—and discuss these with your pastors.
- Participate in any leadership development training, meetings, or events as requested by senior leadership.

4. Church Attendance

- Be present at Sunday services whenever you're not away on holidays.
- Arrive **at least 30 minutes early** and be ready to serve or join the pre-service prayer meeting.
- Interns are expected to have **4–7 Sundays off per year** (including holidays). These should be taken in full—including a break from regular duties. If you need more time off, speak with your pastor to ensure your role is covered.
- Attend a **Connect Group regularly**, prioritising community and spiritual growth.

5. Volunteering

- Serve at least **twice a month** in some Sunday role.
- Even when not rostered, interns are expected to carry the mindset of being “on”—ready to help and support wherever needed.

6. Cultural Alignment

- Agree with and live out AnchorPoint's **Vision, Mission, Statement of Belief, and Anchor Values**.
- Engage with the broader **C3 Movement**:
 - Attend Sundays and events when **C3 guest speakers** are present.
 - Make every effort to attend **C3 conferences and leadership days**, where possible.

7. Embracing Technology

- Be willing to use the digital tools and platforms that help our team stay connected and effective. These may include:
 - **Subsplash** – church database and rostering
 - **Microsoft 365 Suite** – You'll be provided with a church email address and access to your own designated Microsoft 365 Suite of programs.
 - **Social Media Platforms**
 - **The AnchorPoint Church App**
 - **WhatsApp** – For internal communication
 - **Don't worry** - We'll support you with setup, training, and troubleshooting as needed.

ANCHORPOINT CHURCH CULTURE

OUR MISSION — BELONG. BECOME. BUILD.

Our clear mission at AnchorPoint Church is to Make Disciples of Jesus Who BELONG. BECOME. BUILD. These three words define who we are and keep us focused on our True North, ensuring that everything we do aligns with Christ's commission in Matt 28:19-20. This mission of Belong, Become, Build lies at the heart of AnchorPoint Church, shaping our culture, guiding our ministries, and uniting us as a church family with a shared purpose to glorify God.

BELONG.

We are committed to belonging—to Jesus, who is our foundation and guide; to our local church family, where community and encouragement thrive; to our individual locations, reflecting the diversity and uniqueness of our church; and to the global C3 movement, uniting us in a shared mission. Everyone needs a place to belong—a spiritual home where they feel connected, supported, and loved. Our name reflects this essence of belonging, symbolising safety, stability, and connection, much like an anchor secures a ship. Whether someone is exploring faith for the first time or has been part of our family for years, AnchorPoint Church is a place of love, acceptance, and stability, offering a home in an uncertain world.

BECOME.

Faith is a journey, and we are passionate about helping every person grow into the likeness of Christ. Our mission calls us to become more like Jesus, anchored in His steadfast hope as we reflect His character in every area of our lives. Through discipleship, worship, and the Word, we guide individuals and our church family to flourish spiritually, shaping vibrant communities that honour Him. Becoming more like Jesus empowers us to live with purpose and confidence, allowing Christ's transformative work to shape our lives and our church culture.

BUILD.

Together, we are building—our church as a beacon of hope in our communities; our locations, ensuring each thrives in its mission; the global C3 movement, partnering to expand God's work worldwide; and alongside other churches in our local communities, working together to create a greater impact. We are not content to remain static. We actively partner with God, creating a legacy of faith that reflects Christ's heart and ensures every person understands their valuable role in advancing His kingdom. Just as an anchor holds firm, we are called to build God's kingdom—using our time, talents, and resources to make an eternal impact.

OUR VISION — TRANSFORMED LIVES. THRIVING LOCATIONS. TAKING LAND.

At AnchorPoint Church, we see a future where people are transformed by Jesus, where thriving church communities flourish, and where God's Kingdom expands—not through force but through love, service, and the radical grace of Christ. This is not just a vision to admire; it's something tangible to embrace. Every person in our church has a role to play in seeing it come to life. We are anchored in Him, propelled by His purpose, and together, building something that will outlast us. This vision is not just a dream—it's a call to action for all of us. We each have a part to play in seeing it fulfilled. As we disciple people, strengthen our locations, and take new ground for God's Kingdom, we will see His will done on earth as it is in heaven. The best is yet to come, and we are stepping into it together.

TRANSFORMED LIVES.

Jesus changes everything. When people encounter Him, they are set free from sin, fear, and brokenness and can step into a life of joy, hope, and purpose. We long to see lives radically transformed by His presence, growing deeper in faith and courageously living out His call. Through discipleship, worship, and the power of the Holy Spirit, we equip people to walk in their God-given identity. But transformation doesn't stop with the individual—it overflows into families, workplaces, and communities. A transformed life becomes a beacon, leading others to experience the same freedom, love, and power of Christ.

THRIVING LOCATIONS.

The local church is more than a building—it's a living, breathing expression of God's Kingdom on earth. Every AnchorPoint location is called to be a place of faith, renewal, and mission, where people encounter Jesus, find belonging, and are equipped to make a difference. A thriving location isn't just one that gathers; it's one that grows—deep in faith, wide in love, and bold in purpose. Like an anchor securing a ship through rough waters, our locations stand firm on the unshakable foundation of Christ, creating safe harbours where people can be restored and sent out to impact the world around them. As we strengthen and expand our locations, we are building places where heaven touches earth, and the power of the gospel transforms lives.

TAKING LAND.

Wherever Jesus is proclaimed, lives are set free, and His Kingdom advances. Taking Land is not about militantly claiming territory—it's about making space for Jesus' love and values to take root in hearts and communities. We take land by stepping into the places God has called us, not with dominance but with generosity, kindness, and truth. We serve our neighbours, love our enemies, and share the gospel with boldness, bringing renewal and restoration to every space we enter. Whether starting or stepping into new ministry opportunities or expanding into unreached places by planting new locations, we move forward trusting God's promise that 'Wherever we set foot, he has given us the land.' (Josh 1:3)

STATEMENT OF FAITH

1. **The nature of God** — We believe that there is one God, eternally existing as three persons, (The Holy Trinity) God the Father, God the Son, and God the Holy Spirit.
2. **Jesus Christ** — We believe in the deity of our Lord Jesus Christ, the Son of God; we believe in his virgin birth, in his sinless life, in his miracles, in his victorious and atoning death, in his bodily resurrection, in his ascension to the right hand of the Father, his constant intercession and in his imminent return.
3. **The Holy Spirit** — We believe in the person and work of the Holy Spirit with his fruits and gifts available in the Church. We believe that he indwells all believers in Christ.
4. **The Bible** — The Bible is the living word of God. It is infallible, authoritative and everlasting and is the foundation of all Christian doctrine.
5. **The Devil** — We believe in the existence of an evil spiritual being known as the devil who is adversarial towards all people and especially believers in Christ. Christians have authority over the devil through the delegated authority of Christ Jesus.
6. **Sin** — We believe in the spiritually lost condition of all people, that we are all born with a sinful nature. We believe in the essential need for the new birth by faith in Jesus Christ and in his atoning work for our sins on the cross.
7. **Baptism of the Holy Spirit** — We believe in the Baptism of the Holy Spirit as a gift available to all believers, subsequent to the new birth, with normal evidence of speaking in other tongues.
8. **The Sacraments** — We believe in the two sacraments of the Lord's Supper (communion) and water baptism by full immersion for all believers.
9. **The Resurrection** — We believe in the resurrection of both the saved and the lost, the first to everlasting life and the latter to everlasting separation from God. This will take place at the final judgement, when Jesus returns.
10. **The Church** — We believe in the worldwide church and that all believers are part of it. We also believe in the local church and that each believer is called to play an active part in it, fulfilling the Great Commission through working towards its vision and mission.
11. **Marriage** — Marriage was instituted by God, ratified by Jesus, and is exclusively between a man and a woman. It is a picture of Christ and his church.
12. **Sex** — Sex is a gift from God for procreation and unity, and it is appropriate within and designed for marriage.

TRUE NORTH BEARINGS

Our True North Bearings define our focussed priorities at AnchorPoint Church in this season and represent the foundation upon which our culture is built.

1. **Jesus** — Jesus is the centre of everything we do, grounding us in His truth and life. The anchor and cross in our name remind us that Jesus is both the steady foundation of our faith and the compass that points us toward His purpose for our lives (John 15).
2. **Encounter** — We seek transformative encounters with the Holy Spirit, whose power equips us with boldness and healing. Anchored in praise and prayer, we shift our focus to God's greatness and discover direction through His Spirit (Acts 1:8).
3. **Hopefulness** — Anchored in faith, we trust in God's unchanging promises, even through challenges. Just as an anchor symbolises stability and hope, our confidence in God secures our outlook, giving peace and strength as we share His goodness with the world (Jeremiah 29:11).
4. **Come and See** — This simple yet powerful invitation echoed through the gospels as those who had encountered Jesus couldn't help but invite others to experience Him too. We believe every 'Come and See' invitation has the power to transform a life. We are always looking for ways to invite people to experience life-changing encounters with Jesus through AnchorPoint Church's ministry activities.
5. **Discipleship and Disciple Making** — We are committed to growing as disciples who make disciples, aligning all ministries with Jesus' command to multiply His followers. Our calling is to anchor others in faith while guiding them toward becoming more like Him (Matthew 28:19-20).
6. **Synergy** — Together, we achieve far more than we ever could alone, multiplying effectiveness through unity and alignment. Just as an anchor point provides stability, our shared vision unites our locations and strengthens our purpose within the C3 Movement (Deuteronomy 32:30).
7. **Connection** — We cultivate meaningful relationships where people feel valued, creating spaces to connect with God and others. Like an anchor linking a ship to its foundation, we foster spiritual belonging and growth in a supportive community (John 17:21).
8. **Generosity** — We mirror God's heart by giving freely of our time, talents, and resources. Through generous living, we anchor ministry in love and reveal God's transformative power to the world (2 Corinthians 9:7).
9. **Authenticity** — Honesty and vulnerability anchor us in grace, enabling us to support one another through life's struggles. By trusting God's strength in our weakness, we build a community of encouragement and hope (2 Corinthians 12:9).
10. **Creativity** — Reflecting God's creative design, we use our gifts to expand His kingdom in innovative ways. Creativity becomes an anchor for impact, helping us bring heaven to earth and express His glory (Genesis 1:27).

ANCHOR VALUES

Our Anchor Values serve as steadfast principles that define who we are and guide everything we do. These values anchor us to our vision and mission. They act as a filter for our leadership teams, helping us evaluate and prioritise activities so that every decision aligns with our identity and propels us toward our True North. As we embrace these values, they shape our culture and inspire us to build a church community that glorifies God and impacts the world.

1. **We value Christ and allow him to be the centre of our world** — Jesus is central to everything we do. Through his death on the cross, he redeemed us to God. There is no other way to have a relationship with God the Father than through Jesus Christ (*John 14:6*). We've been set free from our slavery to sin and are now slaves of Christ (*1 Cor 6:19-20, 7:22-23*). Our most fulfilling life is found when we live committed to him (*Luke 9:23*). Therefore, we value our relationship with him above all else and make spending time with him in prayer, devotion, worship and reflection our highest priority. From this also flows a commitment to selfless service in his name and for his kingdom.
2. **We value the Bible** — The Bible is God's inspired word to us and is of utmost importance (*Ps 138:2*). We prioritise the personal study and corporate teaching of the scriptures. The Bible teaches and corrects our beliefs and behaviours (*2 Tim 3:16*). As we deepen our understanding of God's word, we open ourselves to receive more of God's blessing and favour in our world (*James 1:23-25*). We are transformed more and more into Christ's image. Our attitudes and behaviours change and begin to reflect those of Christ (*Rom 12:2*).
3. **We value the Holy Spirit** — The Holy Spirit is the third person in the Trinitarian Godhead. The Spirit indwells Christians at the point of new birth and empowers them with access to supernatural gifts at the point of Baptism in the Holy Spirit. We seek to live in close relationship with the Spirit personally as believers and corporately as a Church. The Holy Spirit reveals Christ to us (*John 14:26*) and empowers us for effective Christian ministry through access to supernatural spiritual gifts (*1 Cor 12:4-11*). As a Pentecostal church, we believe these supernatural manifestations can occur in and through the church to confirm the gospel message and reinforce Christ's victory over sin and death on the cross (*Mark 16:20*).
4. **We value big faith** — Faith is a central and necessary ingredient to experience a meaningful relationship with God or do anything significant for him with our lives (*Heb 11:6*). Faith takes us into the realm of the unknown and the impossible. That can be risky, but it's only when we get out of the boat that we discover the power to walk on water (*Matt 14:27-31*). With faith, we're able to do more and be more than we could ever imagine (*Eph 3:20*). We're confident in God that whatever we ask according to his will shall be done for us (*1 John 5:14-15, John 14:3, Matt 21:22*). We dare to dream, believe and speak in faith to impossible circumstances, for in Christ all things are possible to those who believe (*Mark 9:23*). This means we are a hopeful people. We don't ignore the challenges we face but approach them with hopefulness, not hopelessness, knowing that God is always working all things for the good of those who love him (*Rom 8:28*).
5. **We value prayer and fasting** — Prayer, at its core, is communicating with God. We believe that prayer has the power to alter the course of history and bring God's kingdom to earth (*Matt 6:10*). Christians are called to pray and intercede for other believers, non-Christians and the world at large (*Col 4:12, 1 Tim 2:1-2*). We believe that prayer, when offered in faith, is powerful and effective (*James 5:16*). We believe it should be a vital and dynamic part of every person's Christian walk, personally and corporately. Likewise, fasting, accompanied

by prayer, is a powerful tool for Christians, both in a corporate setting, such as a church community and personally. It can effectively bring breakthroughs in challenging situations (*Matt 6:16, 2 Chron 20:3*).

6. **We value our church** — Jesus laid down his life for the church (*Eph 5:25*). The Church is Jesus' body representing him to the world. When the New Testament mentions the church, it most often refers to the local church. We acknowledge that every Christian is a part of the global family of God, the worldwide church. However, we also recognise the importance of every Christian being connected to a local church. That is how we best grow in our faith and Kingdom works (*Rom 12:4-8*). Therefore, we are committed to aligning with the vision and values of our local church, our church locations and our family of C3 Churches worldwide. We serve the church's vision with our time, talents and finances. We speak well of our church. We support all ministries and expressions of our corporate vision, not just those we're directly involved with or benefit from.
7. **We value our church's vision** — We believe God has given our church a vision to impact our community and the world for Christ. This single vision guides all our locations, and we are committed to it collectively, not just personally or in our individual locations. We understand that aligning ourselves with this shared vision strengthens our unity and purpose, allowing God to work powerfully through us as one body (*Hab 2:2-3*). As part of the wider C3 Movement, we also value and align with its vision, recognising that our church plays a role in fulfilling a greater calling beyond our local contexts. We believe that when there is alignment around a single vision, there is a powerful synergy that accelerates God's work, making us more effective in advancing His kingdom (*1 Cor 12:12-27*). We are committed to staying faithful to this vision, trusting that God will provide the direction, resources, and strength needed to fulfil it through all of us working together.
8. **We value the sacraments** — Communion and Water Baptism are two essential sacraments of the Christian church. Although they may not seem weird and not culturally relevant to those outside or on the fringe of the church, we remain committed to them because they are practices directly endorsed by Christ and 2000+ years of Christian history. We explain these two sacraments' meaning, significance, and power so everyone can understand them. We practice them regularly and consistently within the church's life (*Luke 22:19-20, Matt 3:13-15*).
9. **We value the importance of music in Christian life** — Praise and worship with music is an essential and significant part of every Christian's life as it glorifies God. As such, we include praise and worship music in many of our church services and other activities. Humanity has always recognised music as an important art form to convey emotion and story. The Bible shows evidence of music and songs that convey praise, thanksgiving, faith, love, devotion and pain to God. Songs and poetic writing are scattered throughout the pages of scripture (e.g. *Ex 15:20-22, Duet 32:1-43, Rev 15:3-4*). The book of Psalms is a recording of songs, many of which are set to a musical tune on various instruments and became regarded as the 'hymnal' or song lists used in structured Jewish worship and for devotional prayer. In today's society, music styles change regularly and are often regarded as a forerunner in reflecting cultural changes and patterns. We understand that music preference is personal and can extend beyond age, cultural and demographic boundaries. In that regard, we recognise that finding a single music style that appeals to every person is impossible. We aim to keep our music style in church life culturally relevant to reach as many people as possible (*1 Cor 9:22*). We believe God is honoured in all singing and worship centred on him, regardless of music genre. We encourage people to have an active worship lifestyle beyond church

services. There is ample access to Christian worship music in many genres for use in personal devotional experiences.

10. **We value well-being** — We believe Christ died on the cross to make us healthy and whole - body, soul and spirit (*1 Pet 2:24*). Therefore, we're committed to doing all we can to help each other fully experience that well-being that Christ has made available to us. We recognise that for our journey towards wholeness to begin, we must first be willing to acknowledge the areas where we're not whole. We aim to be a safe place for people to 'drop the masks' (*Luke 18:9-14, 5:30-32*). Only in an environment that lovingly encourages honesty while challenging us to face our pain and appropriate healing can we begin the journey towards wholeness. We highlight the importance of creating space for people to refresh and recharge emotionally and spiritually to maintain well-being and avoid burnout (*Luke 5:16*). We understand that our well-being is closely linked to God's purpose for our lives. We're not just set free from the effects of past and present sin so we can live comfortable lives. We're set free to live fully committed to Christ's purpose for our lives (*Matt 16:24-25*). In many cases, this purpose will involve us being Christ's instrument of freedom to others in the areas where we have most experienced his freedom.
11. **We value vulnerability and transparency** — We believe vulnerability and transparency are key to experiencing God's grace and truth. Christ calls us to be authentic, acknowledging our weaknesses so His strength can shine through (*2 Cor 12:9-10*). In our church, vulnerability is a qualifier for ministry, not a disqualifier, as we model honesty and openness in leadership and community. Jesus demonstrated vulnerability throughout His ministry, from weeping with those in pain (*John 11:35*) to sharing His struggles in Gethsemane (*Matt 26:38-39*). We follow His example by creating a safe space for people to be real with themselves and each other, trusting that God brings healing and transformation through our openness (*James 5:16*). By embracing vulnerability, we allow God's grace to lead us to wholeness, not just for ourselves, but also to bring freedom to others.
12. **We value love and care** — Love is at the central core of God's being and nature. Therefore, as we are transformed into his image, love for those around us should be an ever-increasing trademark of our faith (*1 John 4:7-21, John 13:34-35*). We believe in the importance of pastoral care. This term is rooted in a shepherd caring for their sheep. Jesus is the chief shepherd, caring for all sheep (*John 10:11-15*). We believe he appoints under-shepherds within our church community who serve as his representatives to love and care for the 'flock' (*1 Pet 5:1-4*). We recognise that due to physical limitations, no one shepherd could possibly provide adequate care to the number of people in our church. As such, we understand that it's not practically feasible for our Lead Pastors and Location Pastors to provide effective care for everyone. Therefore, we have multiple under-shepherds within our pastoral structure to help people receive the best possible care. This includes appointing and training other pastors, pastoral workers, small group leaders, department leaders, etc. We also believe that some of the most effective care can be given when 'sheep care for sheep'. The 'one another' commission occurs more than 50 times in the New Testament. It can be extremely pastorally effective when each church member shows love and concern for others. We encourage, train and have an expectation that everyone in our church will be committed to love and care for others and that this is not only the responsibility of the appointed pastoral team.
13. **We value equality** — We believe that the equality of all people is a central tenet of the gospel and is based on the fact that all people are created equal and in God's image (*Gen 1:27*). Those who are similar to us or believe the same as us are no 'more equal' than those who differ from us (*Gal 3:26-28*). Consequently, we aim to treat everyone equally and

respectfully regardless of ethnicity, religion, gender, age, disability, socioeconomic status or sexual orientation. Sadly, however, many Christian churches have not done this well, which has often undermined their ability to reach those from different backgrounds to most people in that church. We strive to be a church that makes people from all backgrounds feel welcome and accepted so they can discover Christ's love among us. We aim to listen and learn from those of different backgrounds. When we do this well, we reflect the heart of Christ, who was a friend to those often written off by society (*Matt 9:10-13*). We hold an egalitarian theological perspective, meaning that both men and women can be equally effective in any position in the church, including leadership. While upholding the traditional Christian view of gender and sexuality, we recognise that many in our world do not agree with that view. This in no way releases us from the responsibility to show Christ's love and compassion to everyone, regardless of whether their perspective differs from ours (*1 Cor 5:9-12*). We endeavour to be a church that shows Christ's love and compassion to lost people, not judgment and harshness.

14. **We value diversity** — We celebrate differences. God is passionate about diversity, and his creation reflects this. The earth and heavens are filled with so many different kinds of plants, animals, geographical features, weather patterns, stars, galaxies, nebulae etc. all working together in harmony. Humans, too, are created diverse. We have different ethnicities, cultures, genders, abilities, personalities etc. We embrace diversity when we allow for and celebrate those differences. Only when we do this, do we truly reflect the fullness of God to the world. It is a defining mark of Christ's people that we can unite with those different from ourselves. The early church existed in an era where the Greco-Roman world sought a pseudo-unity by removing any kind of diversity. The Pax Romana, a single culture, language, currency, dress, national identity, etc., was enforced upon the citizens of the Roman world to create peace. The apostle Paul urged Christians to live a different way. By embracing and celebrating diversity within the church while maintaining unity and equality, the Church was to reflect the manifold wisdom of God to the world around us and the principalities and powers (*Eph 3:10-11*).
15. **We value justice** — Many Western Christians treat the issue of justice as a 'nice thing to do' but fail to realise that it is inseparable from the gospel message. The New Testament has more to say about how salvation changes believers so they can bring positive change here on earth than about how Christians can escape this earth and go to heaven when we die. In the West we've tended to major on this second part, often at the expense of the first. We believe that justice is not an optional extra for some Christians who are passionate about it (*Micah 6:8*). God is just (*Is 61:8*), and Christians are mandated to be instruments of that justice in the world. We can do this in two ways. Firstly, through restorative justice, valuing human rights and caring for the poor, the marginalised and victims of injustice (*Gal 2:10, James 1:27, Ex 22:21-24, Is 1:17, 51:6-12*). Secondly, through retributive justice (punishment for wrongdoing). This is the more commonly understood form of justice and God has instituted governments, authorities and judicial systems to perform this kind of justice (*Rom 13:1-7*). It is not our role as Christians or churches to enforce retributive justice. However, we have a vital role in holding our judicial systems to account. Different nations worldwide operate with varying degrees of fairness in this regard. Christians can be involved in restorative justice by lobbying for fairness in the system and judicial legalisation, supporting and speaking up for victims of crime, calling on police and judicial authorities to do their job fairly and speaking up for those facing unjust or unfair punishment.
16. **We value mission** — We are committed to the mission of reaching people with the love and message of Jesus, both locally and globally (*Luke 19:10*). This mission is not just an optional extra for some, but a mandate for every Christian, as we are called to make disciples and

share the message of the gospel (*Matt 28:19-20*). Our mission involves leading people into a relationship with Christ, recognising that true joy, purpose, and salvation are only found in Him (*John 14:6*). We are committed to creating opportunities where people can encounter God, whether through church services, outreach activities, charitable acts, or everyday interactions (*1 Pet 3:15*). As we share the gospel, we understand that we are compelled by Christ's love for us to bring his hope to others (*2 Cor 5:14-20*). Mission also means addressing the practical needs of the world around us. We seek to demonstrate God's love through acts of service that improve emotional, financial, social, spiritual, and relational well-being (*James 1:27*). We believe the church exists not just to meet our own needs but to be a force of transformation in the world, contributing to society and not just consuming. We are committed to both local and global mission expressions, recognising that God's heart is for people everywhere. This includes addressing issues of poverty and injustice and advocating for those in need as a reflection of God's kingdom values. We believe that as we mature in Christ, being engaged in mission—both in sharing the gospel and serving others—is essential to fulfilling our calling as His followers.

17. **We value cultural relevance** — One of our primary missional purposes is to lead people to a relationship with Christ. We understand that we are living in an increasingly secular world where most people have little or no contact with the church. Many people view the Christian church in our country as outdated, irrelevant or even morally questionable. Today's world is changing so rapidly that it can be hard to keep up. To win people to Christ, we're prepared to shift our paradigms and not be precious about our personal preferences, aware that they may be outdated anyway. Statistically, most people come to Christ when they are young, so we seek to remain relevant to the younger generations as a church. This affects our choices regarding music genre, service styles, use of language, décor, graphic media, social media etc. We recognise that the gospel's message is timeless and must not change, while the methods and structures that transmit that message may be constantly changing (*1 Cor 9:20-23*).
18. **We value inclusiveness** — Everyone has a place in Jesus' heart; therefore, everyone must also have a place in our hearts. In practice, we're always looking out for those on the 'outside' to invite and welcome them 'inside' (*Eph 2:11-14*). This includes those who don't yet know Jesus and those in our midst who may not yet be well connected. As Christ's followers, we seek lost sheep, intending to welcome them into the fold (*Matt 18:12-13*).
19. **We value the God-given right of free will** — We believe it's not our place to force anyone to believe or behave in a certain way. God chose to give Adam and Eve, and by implication, every human being, the power to make choices about what they believe and how they behave (*Gen 2:16*). Any attempt by one person to violate another's freedom to choose is, in effect, a form of control and in some cases, abusive. However, we recognise that a person's right to choose does not mean they are not expected to operate within the boundaries of various authority structures in which they live. Negative, destructive, divisive or illegal actions will carry consequences. Here are three contexts in which acknowledging the free will of others plays out. Firstly, we do not have the right to judge, condemn or distance ourselves from those outside the church who choose to believe or behave in ways different to us. Indeed, our mission is to reach such people with the gospel (*1 Cor 5:9-13*). Secondly, we acknowledge that we often have significant differences of opinion with other Christians and/or churches around doctrine, culture, liturgical practice, political persuasions etc. We regard only a few things as essential Christian beliefs (largely summed up in the Nicene Creed). Wherever possible, we strive to maintain the unity of the Spirit through the bond of peace (*Eph 4:4*) so that we present a unified front to the world (*John 13:35*). A guide for how we should respond can be summed up by the 17th-century quote, "In essentials unity, in

non-essentials liberty, in all things charity.” Thirdly, within the context of our local church, we must be gracious to others with differing opinions on a wide range of matters. We aim to show grace towards those whose perspective may differ from ours. In the context of church settings and activities, we will not allow discussions on non-essential matters to progress to the point where they become more focused on the vision or mission of our church. Agreement to disagree is a perfectly suitable response and can be reached while maintaining unity.

20. **We value grace, not legalism** — When Jesus, the sinless Son of God, died upon the cross, he made a way for every human who accepts his finished work of atonement to enter into a relationship with the Father and be forgiven of their sins. Every person is born with a sinful nature and, therefore, is incapable of earning a right to stand with God through any act of their own. We are all wholly dependent on Christ's death for the forgiveness of our sins. That said, even Christians who have accepted this work of grace will continue to struggle with legalistic tendencies. This means we may sometimes fall back into trying to earn favour with God through partaking in or abstaining from certain actions and behaviours. We may deem certain things as ‘good works’ while perceiving certain others as ‘bad works.’ Legalism is any practice or belief added to the gospel that compromises the sufficiency of Christ as our sole saviour. Two significant dangers exist when we fall into legalism. Firstly, we fail to live from the grace of God and can become bound by a sense that certain behaviours or beliefs on our part will dictate our acceptance or lack of acceptance by God. Secondly, legalistic people tend to judge others they deem to be engaging in behaviours they would not do. In reality, very few behaviours are ‘black and white’, and most behaviours fall into the ‘grey’ zone. The list of grey areas is very long and too extensive to list here. However, some examples that often arise in church life today include alcohol, entertainment choices and the practice of religious holidays. A particular behaviour may be acceptable and permissible to some people, while it may compromise the faith of others. The apostle Paul addressed issues such as these in several places (*1 Cor 8, Rom 14, Gal 2-4*). His advice is that those who sense the freedom to partake in particular ‘grey’ behaviours should feel free to do so but must always act in love and not do anything that would cause another person to stumble in their faith. Secondly, he urges those uncomfortable with certain behaviours not to judge those who are not.
21. **We value relationships** — The most loving relationship model we have is that of the Trinity. The first scriptural reference to God saying something was ‘not good’ was when he referred to Adam’s loneliness (*Gen 2:18*). Relationship with others is a vital aspect of God’s purpose for our lives. We understand that relationships can be wonderfully enriching, where the best of humanity shines through, or deeply painful, where the worst behaviours become evident. Every relationship comes with risk. The greater the opportunity for friendship, intimacy and love, the greater the chance for pain and rejection. But this doesn’t stop us from contending for strong relationships. Perhaps more than any other area, building and maintaining healthy relationships through the need for selflessness can produce godly character in us. Healthy relational connections within the life of a local church are essential for our emotional health and spiritual growth. Therefore, we prioritise connection (*John 13:35*) while recognising that not every relationship is healthy for us. Sometimes, despite our best efforts to have a positive relationship, things won’t work out. If we’ve done all we can to make it work (*Rom 12:18*), or a particular relationship will be toxic to us, we may need to end it (*1 Cor 15:33, Prov 13:20*), at least until the opportunity for positive reconciliation improves.
22. **We value the church family** — Family is God’s idea, and He refers to us as His children, inviting us into His family through Christ. Father, Son, and Holy Spirit exist as a united family, and we believe that the church reflects this by being a spiritual family (*Eph 2:19-21*). We

seek to create an environment where all people—whether they have biological families or not—can experience belonging, love, and support. We especially encourage those with children or foster children to take seriously their God-given role in ensuring that their children are nurtured, cared for, and raised in the ways of the Lord (*Prov 22:6*). As a church family, we aim to support parents and caregivers by equipping them with the resources and encouragement they need to foster healthy, loving homes. We also recognise that not all family relationships are inherently healthy. Being in a family does not automatically guarantee emotional, spiritual, or relational well-being. As a church, we are committed to supporting and caring for individuals and families facing challenges, helping them find healing and wholeness. While we value biological families, we equally honour those who are single, those who may not have biological children, and those who have chosen or been called to a life without marriage or parenthood. Singleness is a valuable and often overlooked virtue in the church (*1 Cor 7:38, Matt 19:12*). We affirm that all people—whether single, married, with or without children—are valued members of our church family and have a vital role to play in God's kingdom.

23. **We value generosity** — Generosity is at the core of God's nature. Throughout scripture, generosity is commended, and stinginess is condemned (*2 Cor 9:7, Deut 15:9*). God gave his absolute best for us when he gave us his Son Jesus (*John 3:16*). As Christians, we are committed to being generous in all areas of our lives and understand that generosity reflects God's heart, perhaps more than any other action we can perform. As such, we're committed to a generous life in the following areas...

- Our time - volunteering in the church and the community (*Ps 110:3*).
- Our talents - using our skills and abilities to benefit others (*Rom 12:4-8*).
- Our hospitality - opening our home and blessing others with food and fellowship (*Rom 12:13, 1 Pet 4:9*).
- Our money - through tithing 10% of our income to the church so that it can fulfil its mission. We also give to other needs, both within and outside the local church, as we have the opportunity and means (*Gen 28:20, Matt 23:23, Heb 7:1-10*).

24. **We value servanthood** — Serving others is not a sign of weakness. On the contrary, Jesus marked servanthood as a sign of greatness in his kingdom by explaining that he came to serve others more than to be served (*Matt 20:25-28*). Our first service is to Christ (*1 Cor 6:19-20*), and then, by implication, we are to represent him to our community and the nations by serving the kingdom of God with our gifts and talents.

25. **We value submission to authority** — We believe God's blessing and favour flow through his ordained authority structures. Authority is not a burden or limitation but a reflection of God's order and care for creation. Within the Godhead, Father, Son, and Holy Spirit are three distinct persons in perfect unity, living in mutual love and honour, without a hierarchy of worth or power. While the Son submits to the Father's will (*John 12:49-50*) and the Spirit works in unity with the Son (*John 16:7-14*), this submission is a free act of love, not enforced, not stemming from inferiority, showing us the beauty of willing submission to authority in the context of mutual respect. In the same way, submitting to God-ordained authorities in our lives—whether in the nation, workplace, family, or church—positions us to receive God's blessing. It is an act of trust, not a mark of inferiority, but a way to reflect the harmony and order found in the very nature of God (*Rom 13:1-7, Eph 5:21-6:9, 1 Pet 2:13-23*). True submission is rooted in mutual honour and a shared commitment to God's purposes.

Submission to authority should never be enforced from above but rather voluntarily given from below, believing that to do so can bring blessing to our world. Any demand for submission is a misuse of power and may be abusive. We never expect a person to submit to an abuser and, indeed, may encourage them to remove themselves from such a relationship. The biblical model for godly leadership is not one where submission is imposed from the 'top-down' but rather one where the leaders are servants. Jesus taught that godly leaders will serve, equip and empower for the good of those they lead (*Matt 20:25-28*). While never demanded, we encourage people to submit to their leader's authority, both for their own benefit and the fulfilment of the vision and mission of the church (*Heb 13:17, 1 Thess 5:12-13*).

- 26. We value wisdom in the selection of leaders** — When choosing leaders in our church, we understand that character, loyalty, faithfulness, and ability are all important. The scriptures define the character criteria for those appointed to significant leadership roles within the church. (*Tit 1:5-9, 1 Tim 3:1-7, 1 Pet 5:1-4*). We understand that these scriptures were written in a particular cultural context, so a purely literal reading is not the correct way for us to interpret them. Rather, we extract the necessary character values from these texts. Moreover, the scriptures as a whole define the heart of God for leaders to have a faithful shepherd's heart. When appointing new leaders, we're looking for those who've already demonstrated an aptitude for leadership with evident fruitfulness. Function precedes position. Leadership positions and titles are intended to help enhance the leader's effectiveness by enabling those they lead to recognise and serve the leadership gift that is already functioning in their life (*1 Tim 5:22*). Loyalty and commitment to our common vision are vital because only when all our leaders and teams are aligned around our senior leaders' vision can we hope to have true synergy and the most effective ministry (*Luke 16:12*).
- 27. We value flexibility** — Virtually every person in the Bible who's done anything significant for God went through a season of waiting or feeling like they'd been 'benched by the coach' (e.g. *Abraham, Jacob, Joseph, Moses, David, etc.*) This is a necessary part of our character growth and helps us learn that our sense of significance does not come from what we do for God but from what he has already done for us. Because we understand that we serve Christ and the vision of our church, we're not precious about our roles and functions within it. We are saved by grace alone to do good works for God (*Eph 2:8-10*). We understand that the structure and activities of our church are in constant flux, so we need to ensure that they remain as culturally relevant and effective as possible. This will mean there's always the chance that a leader may ask us to surrender or change a role or position. We're focused on our church's overall vision and mission, not our 'personal ministry', so we hold our roles and responsibilities firmly enough to see the kingdom advance but loosely enough to surrender them when asked. This may not always be pain-free, even with a commitment to flexibility, because we invest much of ourselves into our roles and service. But we're prepared to discuss any challenges we may feel with our leaders and seek God for his comfort and peace. We will take to the Lord any bitterness or frustration we may feel, believing that he is our portion and fills our cup.
- 28. We value integrity and accountability** — The attitude of our hearts is of great importance to the Lord. One can appear to be living for the Lord for a time while their heart is not in relationship with God (*Is 29:13*). God looks at our heart (*1 Sam 16:7*). We understand that a pure heart will ultimately be the source of lasting fruit in our lives (*Pss 24:3*). Therefore, to help us keep pure hearts, both individually and corporately, we believe in the importance of accountability. We encourage people to openly welcome accountability relationships.

Likewise, our church leadership and governance invite accountability through financial auditing and pastoral oversight input.

29. **We value discipleship** — The great commission commands us to make disciples, not just converts or believers. We are aligned with the C3 Australia definition of discipleship. ‘Disciples are committed to being with Jesus, becoming like Jesus, and doing the things Jesus did and is doing.’ We allow ourselves to be taught by others to obey the commands Christ has given us (*Matt 28:19-20*). In practice, this means that we allow and indeed welcome the support, correction, and direction of others who are more mature and experienced than we are in the faith. This is a sign of wisdom (*Prov 1:5-7 15:14, 18:15*).
30. **We value training, education and equipping** — We value creating opportunities for people to learn and grow to fulfil their God-given potential (*Acts 2:42*). We also encourage individuals to approach life with a ‘growth mindset’. This means that people understand that their potential in God is great and lies beyond their current ability or skills. A growth mindset says, “I can’t do that yet” or “I don’t have the skills for that yet” as opposed to “That’s impossible, I’ll never be able to do that.” (*Eph 1:16-18*). This encourages innovation, a commitment to lifelong learning and a willingness to stretch oneself in training and education. We also aim to provide as many tools and training opportunities as possible to assist and equip people to fulfil their ministry roles within the church. While remaining committed to growth, we also acknowledge the ‘gift of our limitations’ and recognise that there will be some things that we are not called by God or gifted by him to be able to do.
31. **We value rest** — We believe that rest and relaxation are an essential part of maintaining a healthy level of emotional health. Jesus regularly took time out for rest to refresh for further ministry. (*Luke 5:16*) Sleep is also a blessing from the Lord (*Ps 127:2*). We believe that being overworked and forcing oneself to have inadequate sleep can be just as unhealthy and detrimental as laziness. We encourage Christians to have a healthy work/life/ministry balance allowing for adequate rest and relaxation. Although we believe that keeping the Sabbath in the Old Testament way is no longer required in the New Covenant, we value its principle and encourage people to avoid working in their regular jobs seven days per week.
32. **We value the journey** — It’s not all about the destination. Doing the trip with family and friends is one of life’s greatest joys (*Eccl 3:12-13*). We endeavour to create opportunities for connection, friendship and inclusion of family members in the church’s activities, particularly among pastoral and leadership teams.
33. **We value fun** — Joy is mentioned over 160 times in the scriptures. Jesus came to earth to bring the fullness of life to his people (*John 10:10*). We believe that Christianity should be vibrant, colourful, energetic and lively. Therefore, we endeavour to make our church services and activities fun and enjoyable for everyone involved. We do not believe church should be boring. The gospel is wonderful, exciting news, and salvation brings us joy (*Ps 51:12*). We endeavour to reflect that in the culture of our church.
34. **We value creativity** — God is the original Creator (*Gen 1:1*). We are created in his image, and that means that every person has the potential to express creativity (*Ex 25:30-35*). We recognise this and encourage people to use their creative ability for the benefit of the church and our vision. Creativity can find its expression through many outlets. An extensive and yet not exhaustive list would include visual art, photography, music, singing, drama, dance, choreography, graphic design, writing books, writing plays, writing courses, video

production, computer programming, IT design, engineering, industrial design, architecture, inventions, etc.

35. **We value innovation** — Innovative thinking is an extension of our God-given creativity. When faced with resource limitation innovative leaders can hear from God and be divinely inspired to achieve the seemingly impossible or improve the effectiveness of things they are already doing (*James 1:5*). We encourage innovative leadership and allow our leaders to take risks. We allow people permission to fail while trying new things, and we would rather that than be leaders who always play it safe and have a ‘maintenance mode’ perspective.

2025 FORGE INTERNSHIP APPLICATION FORM

Please complete this form and either email it to hello@anchorpointchurch.com.au or hand it to a pastor.

Applications close on Sunday 20th April 2025 but please apply as early as possible.

Personal Contact Details

Name

Address

Phone

Email

Date of Birth

Your Christian Life

Please describe your journey to coming to faith. Who introduced you to Christ and to church? What was going on in your life prior to your conversion? What changed once you committed your life to Christ?

How would you describe your personal devotional life right now?

Have you been water baptised by immersion? If not, are you prepared to be water baptised during your internship?

Are you Baptised in the Holy Spirit with the evidence of speaking in tongues? If not, would you like to be prayed for during your internship to receive the Baptism in the Holy Spirit?

Do you currently tithe to AnchorPoint Church? If not, will you be prepared to start tithing when you commence your internship?

Do you currently contribute towards our Vision Builders Program? If not, will you be prepared to start contributing when you commence your internship?

What attracted you to joining the Internship Program? What do you hope to learn? What do you hope to contribute to the church?

Church Ministry

What ministries have you previously been or are currently involved in at church?

Do you tend to work better by yourself or in teams? Explain your response.

Future Vision and Plans

In five years, if you could be in your perfect sweet spot, describe what that would look like. (Personal life, family life, ministry role, employment, education etc.)

Computer & General Administration Skills

Comment on your general competency, confidence and experience with computers, software and social media?

Please tick the relevant boxes in the table below:

Software	No Experience	Beginner	Intermediate	Advanced
Word				
Excel				
Outlook				
PowerPoint				
OneNote				
SharePoint				
Evernote				
Pro Presenter				
Video Editing Software (Specify)				
Adobe Photoshop				
Adobe Indesign				
Adobe Illustrator				
Elvanto Database				
Trello				
WordPress				
Podbean (Podcasting)				
Facebook				
Instagram				
Other (Specify)				
Hardware	No Experience	Beginner	Intermediate	Advanced
Mac				
PC				

Comment on your general office administration skills and experience.

Church life has periods of increased pressure and workload followed by times when things are less hectic. Comment on a time when you felt overloaded by work or study pressure. How did you cope? What did you do well? What did you do not so well? What did you learn? How do you think you'll cope during busy times in church life?

Personal Character

Comment on a time when you have had a conflict or difference of opinion with your peers or family. (No need to disclose personal details if they could cause offence to someone else) How did you handle it? What did you do well? What did you do not so well? What did you learn?

What do you consider to be your biggest character strengths? Why?

What do you consider to be your biggest character weaknesses? Why?

Education and Employment

Briefly outline any previous education history. Include High School Year completed, any tertiary education, special training courses etc.

Briefly outline any previous employment history.

Please indicate your bible college study plans as part of your internship in 2019.

- ☐ C3 College Online – Full-time
- ☐ C3 College Online – Part-time
- ☐ Other Bible College – Give details
- ☐ I have previous Bible College training and wish to apply for an exemption from bible college study.

Using the table below please indicate any other training that you would like to undertake as part of your internship program and approximate how much of your Internship Funding Allocation you intend to access.

- ☐ My financial position is such that I will not need to access any of the Internship Funding Allocation. Please use my allocation for another intern.
- ☐ I wish to access all or some of the Internship Funding Allocation. Please approximate in the table below how much you intend to access and what it will contribute toward.

Training / Expense	Please provide brief details	Amount (\$)
Bible College		
Other Training Courses		
Conference Expenses		
Ministry Trips / Travel		
Total amount of Internship Funding Allocation you intend to access		

Your Personal Passions and Skills

What areas of ministry are you particularly passionate about or feel you are particularly skilled in? (e.g. Kids Ministry, Youth Ministry, Young Adults Ministry, Local Missions, Overseas Missions, Pastoral Care, General administration, Event Planning, helping people get connected, Café, Stage Ministry, Social Media, Worship and Creative Arts, Graphic Design, Video and Multimedia, Building and Facilities, Guest Ministry Hosting, etc.)

Is there anything in your life that could make volunteering as an intern difficult, including disability, injury, health-related issues, family and personal challenges. How could we assist you with these challenges?

Any other comments you would like to include:

AnchorPoint Church Internship Code of Conduct

The Internship Code of Conduct is part of our church's commitment to ensuring our duty of care to all people, and also fulfils our insurance obligations, health and safety, and other requirements for volunteers. It pertains to all Interns.

This Code of Conduct is a statement of your commitment to God, to your integrity and to your desire to maintain the highest ethical standards. This Code defines the standards of conduct that expected from all our Interns and guides them in making the best decisions when working for or performing services on behalf AnchorPoint Church.

Every Intern is responsible for reading, understanding and abiding by the Code. Please note that Interns working directly with minors will also be required to agree to abide by an additional Code of Conduct related to working with minors.

While you are serving at AnchorPoint Church as an Intern you agree to the following:

Living by Christian Standards (1 Tim 3:1-13)

Interns have an obligation to:

- Agree with and seek to live by the AnchorPoint Church Statement of Faith.
- Act with integrity in accordance with the principles of the Bible.
- Treat others respectfully and kindly regardless of race, religion, gender, ability, socio-economic status or sexual orientation.
- Work collaboratively with Team and Church Leaders to execute the Church's mission.
- Make ethical and informed decisions.
- Live with sexual purity.
- Avoid the use of offensive language (e.g. vulgarities, sexual connotations, racial or religious slurs)
- Exercise caution with all potentially addictive behaviours and/or harmful substances.
- Refrain from using any illicit substances.
- Use caution when initiating or receiving physical contact with those they serve, including gestures of comfort. Such gestures can be unwanted or misinterpreted.
- Communicate with integrity. This includes the use of electronic communication, which will be used wisely and never inappropriately.
- Acknowledge when they do not possess the required skill set in a situation and seek help from oversight leaders.
- Seek to believe and support any person who indicates that they have been abused in any way. Where the victim is a minor mandatory reporting laws must be adhered to. You will speak with a Pastor or oversight leader if you require more information.
- Disclose professional or personal activities, situations or relationships, also known as "conflicts of interest," that may suggest the appearance of unfairness, impropriety or bias.
- Have integrity in their financial dealings. They must not seek financial gain from their role.

Safeguarding Confidential Information

Confidential information is information you acquire by virtue of your role at AnchorPoint Church that is not known to the public and includes, but is not limited to, information that, if disclosed, could result in legal, regulatory or reputational harm to the Church, volunteers or attendees. It also includes, but is not limited to, information regarding the Church's internal business operations that you may acquire during, or as a result of, your tenure in your role.

Interns have an obligation to:

- Protect confidential information learned, accessed, developed or created while serving in your role.
- Transmit confidential information only to authorised parties only in line with the church's Confidentiality Policy and only then on a "need to know" basis.
- Report incidents that may have resulted in the disclosure, theft or acquisition of confidential information by an unauthorised third party to a Pastor or Board Member.
- Not entertain destructive gossip.

Speaking Up

Interns have an obligation to:

- Report instances of misconduct that are not aligned with the principles of this Code or the mission of the Church to a Pastor or Board Member.
- Take action to report genuine, immediate concern for the health, wellbeing or safety of any person at risk due to their involvement in the Church to a Pastor or Board Member.

Communications with the Public

We take statements made to the public about and on behalf of AnchorPoint Church very seriously. Such statements impact our reputation in the community and the world. To that end, Interns shall not provide, create, submit or facilitate the creation or submission of any statement on behalf of AnchorPoint Church to the public for dissemination in any manner, without the prior written consent of a Pastor or Board Member. For more information, please refer to the AnchorPoint Church Media Policy or speak with a Pastor or Board Member.

Consequences of violating this Code of Conduct

Compliance with the Code of Conduct is a condition for being an Intern at AnchorPoint Church. Upon review of the relevant circumstances by the Lead Pastors (or their delegate/s) or Board, those who violate this Code may be subject to removal from their role and/or criminal penalties where applicable.

My Internship Commitment

I agree to abide by the expectations outlined for Interns in the Internship Information Pack.

In particular I have read and agree to uphold to the best of my ability the values, requirements and behaviours as expressed,

- in the AnchorPoint Church Statement of Faith.
- in the AnchorPoint Church Anchor Values.
- in the AnchorPoint Church Internship Code of Conduct.

I also agree and understand that:

- My role is a privileged calling from God, appointed to me under the authority of the Lead Pastors of AnchorPoint Church and that my continual involvement in this role is contingent upon my adherence to their requirements.
- I am not automatically entitled to receive a salary, wages or any other compensation or expense reimbursement from the Church (other than the agreed Internship payment towards ministry / training expenses. In the case where I am an existing staff member, I understand that my hours of Internship Contribution must be above and beyond my employed hours.
- I am signing this attestation in good faith and declare that any information disclosed to the Pastors, oversight leaders or Board Members prior to becoming an Intern is true and accurate.
- Other than those matters disclosed by me to the Church at the time of signing this attestation, I have no criminal convictions or civil judgments that reflect negatively upon my fitness for my role (including misdemeanours, felonies or civil suits related to financial debts owed if my service will include the handling of Church finances).
- I am able to safely carry out all activities related to my role and if I require any special assistance due to personal reasons, whether health related or otherwise, I will communicate these needs directly to a Pastor or my Oversight Leader.
- I will respect the decision of my Pastors (or delegates) as to the role/s I am permitted to undertake within the church.
- A Pastor (or delegate) will be available to me to discuss my service in my role if I wish.
- I may voluntarily choose whether to participate in activities that are physical in nature.
- While some training may be provided by AnchorPoint Church regarding activities related to my role, it is my responsibility to consult a physician prior to participating in such activities and to educate myself about the safest way to participate so as to avoid injury.

Name

Signature

Date

Please email a signed copy of this page to hello@anchorpointchurch.com.au or hand it to a pastor.