

**Raising Support**

Scripture gives us a rich vision for our conversations. The people of God are intended to build one another up, bear each other’s burdens and speak the truth in love. The goal of the Biblical Counselling UK Church-based Intern Scheme is to further support and nurture those kinds of conversations across the life of your church. As an Intern, you will function much like a worship leader on a Sunday morning – the worship leader’s skills in singing enable the entire body of Christ to sing better. In a similar way, we hope that the Lord will use the your gifts in personal ministry to help the entire body of Christ grow in confidence that Scripture speaks to the realities of life, and that confidence will then ripple out in wiser, Gospel-centred conversations across the life of the church.

Being an Intern is an investment and ­­we recognise that many churches may not have the funds in place to employ Interns. Interns often function as voluntary workers in their churches and many reduce their hours at other places of employment to make space for the Intern Scheme, leaving a gap in the Intern’s personal finances. The purpose of this document is to help you consider how you might raise support in collaboration with your church leaders.

**Intern Scheme Finances**

Before considering how to fundraise, please read the following except from the Before You Apply document that gives an overview of finances involved in the Intern Scheme.

There are no fees associated with becoming an Intern but it is common for an individual to take a step back from other employment in order to have time for the Intern Scheme. This can create questions and uncertainties around finances. Biblical Counselling UK seeks to support Interns in the following ways:

**1. Travel Expenses:** Most Interns will be in a position where expenses are covered by their church. However, this is not always the case, so where funds are available, Biblical Counselling UK will seek to cover the cost of travel. Where expenses are claimed, mileage is reimbursed using the AA Fuel Calculator. Trains, flights, and taxis (if needed) are also reimbursed, though Interns are encouraged to book ahead as soon as possible to secure lower prices, and to share taxis if able.

**2. Residential Conference:** Interns are expected to cover their own travel expenses to the Biblical Counselling UK residential conference, but are offered a discounted ticket price, provided there are sufficient funds to do so. Please note: Biblical Counselling UK does not offer a discounted price to local supervisors.

**3. Biblical Counselling UK Intern Scheme Grant:** The vision is that the fostering of a biblical counselling mindset and approach to ministry in the Intern’s church will be sustainable even after the Intern Scheme finishes. We strongly encourage Interns and their churches to fundraise where able and have put together a separate Raising Support document to support this goal.

However, we recognise that individual churches may not have the resources to financially support an Intern and his/her ministry. There are grants available through Biblical Counselling UK for up to a maximum of £7,000 per annum, but the process of receiving this grant differs depending on whether the Intern will be an employee or a voluntary worker of the church.

**Employees**

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

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

**Voluntary Worker**

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

Often, ministry trainees or apprentices in a church will be voluntary workers. A voluntary worker has a contract specifying working hours, who they are accountable to, etc. but they are not entitled to the same employment rights as an employee. They are allowed to receive subsistence (reimbursement of food and drink consumed while volunteering) and/or accommodation which is reasonable given their role, but they do not receive a salary or any other benefit-in-kind.

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

V**olunteers**

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

The individual or organisation applying for the grant must clearly demonstrate why they are in need of further financial assistance in order for the Intern role to be possible.

Churches/trusts can read this [helpful article](https://www.london.anglican.org/kb/employment-advice-church-interns/) outlining current advice on financially supporting ministry Interns.

**Applying for a grant**

If you wish to apply for a grant, a separate application form will be required. Please email [interns@bcuk.org](mailto:interns@bcuk.org) and state whether the Intern will be an employee (and whether they are employed by the church or a separate organisation) or a voluntary worker of the church. The relevant form will be sent either to the church leader or to the Intern applicant to complete.

Please complete the form and submit along with the rest of the Intern Scheme application documents. If the grant is approved, an annual report detailing the use and impact of the grant will be required.

In order to receive a grant for the second year of the Intern Scheme, the Church Leader or Intern must submit another grant application. In addition, the Intern’s local supervisor and mentor must each submit a year–end progress report and recommend the Intern to a second year. Should the reports and grant application prove satisfactory, Biblical Counselling UK will offer of a second year and the Intern must sign the new Intern Agreement and code of conduct before any grant monies will be given.

**For Interns | Fundraising**

When applying for a grant from BCUK, you will be asked to list what other forms of financial support you have explored. One avenue you may pursue is raising your own financial support.

The idea of raising financial support may feel like an unwelcome task or even an obstacle to ministry. However, the challenge of raising support also provides an opportunity to mobilise a community of people within your church who share the vision for deeper, richer, Gospel-centred conversations. The need to raise financial support gives you a platform to explain to people what you are hoping to do over the coming years and build a sense of partnership.

The following outlines a few ideas that may help with garnering financial support.

Fundraising[[1]](#footnote-1)

**Identify the amount needed** – consider your own finances, what you need to live on and your current or ongoing financial responsibilities.

**Break down** **your target** - for example, a target of £12,000 per year could be broken down into:

* 4 partners at £100 per month
* 10 partners at £50 per month
* 10 partners at £10 per month

Not only does this help you know how many people you should approach, it is also a way of giving people a variety of options from which to choose.

**Draft a list of names** of people you might approach to ask for support.

* Work with your church leadership to consider who you could approach within the church family
* Consider who has been influential to you and who you have influenced
* Consider family and friends outside of your church

**Setup a means of receiving**. How will people give once they have said yes?

* This is something to discuss with your church leadership
* Stewardship have an Individual Recipient Account designed for people to receive support from friends, family and trusts. It provides a measure of accountability and givers can tax-efficiently.
* Consider asking someone in the church family to help you administer pledges of support

**Be able to articulate what you want to do**. You need to know what you are asking for support for. This might seem obvious but can you answer clearly and succinctly questions like:

* What exactly are you looking for support for?
* What is biblical counselling?
* Why our church?
* Why are you doing this?
* Why now?
* How is this a good use of your time and gifts and education?
* What kind of training are you doing?
* How much do you still need?
* Is it just for two years?
* What will you do afterwards?

**Consider how you will ask people.** Some people will welcome a phone call, others are best approached with a letter or email, and some will want to meet up and hear about your plans in more depth. Don’t discount the low-tech approach - handwriting a card is personal, accessible, can feel less daunting and allows you to share your request in the wider context of your relationship with the person.

**Fundraising Resources:**

9.38 have produced an [excellent guide to raising support](https://ninethirtyeight.org/download/raising-support/) for ministry trainees. Though it will be different in nature, the biblical principles and practical information are still very applicable to raising support for your participation in the Intern Scheme.

[An Introvert’s Guide to Support Raising](https://omf.org/us/an-introverts-guide-to-support-raising/) –seven common fears about raising support from mission organisation OMF.

**Example text for a letter, card or email**

Tailor to your context and ideally work with your church leadership to draw up a final draft.

Dear XXXX

{Insert greeting as appropriate to your relationship with the recipient)

We live at a time when many are struggling and are badly in need of the wisdom and whole counsel of God. {Expand on the need for wise biblical counsel, tailored to your context}

With the full support of our church leadership, I have been accepted onto the two-year Church-based Intern Scheme run by Biblical Counselling UK. Biblical counselling may be an unfamiliar term, but it happens whenever God’s word speaks into people’s lives. As a church, we want to grow in being able to have the kinds of conversations that have a fuller understanding of people and the difficulties we experience, and a fuller understanding of Scripture, so that we might be able to listen and speak well to each other.

As an Intern, I will have \_\_\_\_\_\_\_\_ {days per week} to further encourage a culture of wise one-anothering in our church. I hope to run seminars/courses, training for small groups, and be available for 1:1 conversations. I will have a mentor from Biblical Cousnelling UK, and a local supervisor from our church and receive monthly training meetings and peer supervisions from Biblical Counselling UK.

In order to take up this role, I will need to step back from \_\_\_ {employment} and our church does not currently have enough funds to support me financially to do this ministry. I appreciate that you will have many calls on your giving but my hope is to raise the support I need by to gathering 24 people giving the following amounts:

* + - 4 partners at £100 per month for two years
    - 10 partners at £50 per month for two years
    - 10 partners at £10 per month for two years

I know that this is not a regular request and I hope that you are not offended by my writing to you. I know that other priorities mean we cannot support everything we would like to, so please do not feel embarrassed by needing to give a negative or “not now” response.

If you would like to give any amount as a regular contribution or make a one-off gift, I will provide you with the details of \_\_\_\_\_ {The process of how people will give money}

I welcome any questions you may have and look forward to hearing from you.

{Give details of how they should respond – eg your email address, or a form – and a deadline to respond.}

**For Church Leaders |** **Supporting the Intern**

The Intern will need the support and encouragement from church leadership to raise funds to support themselves throughout the Intern Scheme. Here are a few ideas of how church leaders may be involved.

* We encourage church leaderships to think about a commissioning service or a short focus in a Sunday service where a church leader interviews the Intern about their plans - what being an Intern will involve, how it will benefit the church, etc - and prays for them. This kind of opportunity allows the individual to speak about their need for support and / or for the church leader to add their own blessing / encouragement for others to consider support for the individual. Or they might “soften the ground” for the individual by indicating that they are looking for support and will be approaching the congregation. Other ideas include making use of annual church meetings or Giving Days.
* Help the Intern identify people within the church who may be interested in supporting the work of the Intern. Be open-minded about who to include! Help them draft the text for cards / emails / letters where appropriate.
* In terms of promotional content, the video explaining the work of Biblical Counselling UK may be helpful to play for church family. You can [find that here.](https://www.biblicalcounselling.org.uk/about/) You can find other information about Biblical Counselling UK on our website or if you require additional information, please get in touch with the Director of the Intern Scheme at interns@bcuk.org
* Where practicable, the Director of the Intern Scheme could attend a church service or prayer meeting (either physically or virtually) to talk about biblical counselling and the vision of the Intern Scheme.

1. Much of the content in this section is drawn from 9.38’s *Raising Support* document, linked under the *Fundraising Resources* section. [↑](#footnote-ref-1)