

INTERNship 2009

A NEW OPPORTUNITY FOR YOUTH!



Three Kingdom ministries are joining together to offer a youth discipleship experience like no other!

With a combined history of 210 years in camp and conference ministry, these special places offer a breadth of history, experience and beauty that is unparalleled.

Based on the philosophical and scriptural foundation of the **stepping stones** youth discipleship experience developed in 2003 through Fair Havens Ministries, this INTERNship opportunity provides a new, holistic 8 month experience for youth ages 18 through to 25 years. September 2009 will mark the launch of the pilot for this program.

WHAT:

- **An 8 month volunteer service and life experience for students 18 through 25 years old**
- An intentional focus on **spiritual formation** with an objective to develop a life rooted in a steadfast, joyful relationship with God. Various spiritual discipline training will be designed to foster a deep love for, and devotion to God. Participating in faith based camp communities where the hand of God is readily seen in the lives of His people will strengthen and encourage students in their own spiritual journey.
- A **community life experience** with 8 to 14 other students that will enhance the student's readiness for healthy inter-dependent living. Life skills training covering aspects such as healthy eating, personal disciplines (cleanliness, sleep, etc.), financial management/budgeting, etc. will be intentionally incorporated into the learning experience. Basic Spanish lessons will prepare students for the Costa Rica adventure.
- A **multi-faceted service experience program** including but not limited to:
 - Camp leadership opportunities
 - Creation based Outdoor Education training and education,
 - Operations at three unique camp and conference properties (food services, housekeeping, maintenance, office, marketing and more!).
 - International service / cultural experience – COSTA RICA!
 - Intentional assessment of talent and interest to help determine career/life journeys will be incorporated into the experience.

WHEN:

- Beginning Monday, September 7th 2009 and carrying through to Friday, April 30th, 2010.
- Time off during the Christmas Season (2 weeks) – Dec 21st 2009 to Jan 3rd 2010

WHERE:

- Students will enjoy life and work on three different campuses.
 - FAIR HAVENS CONFERENCE & RETREAT CENTRE (www.fairhavens.org)
 - MUSKOKA BIBLE CENTRE (www.muskokabiblecentre.com)
 - CAMPAMENTO ROBLEALTO (www.roblealto.com)
- At times all students will be on the same campus and at other times there will be a split between Fair Havens and Muskoka Bible Centre based on service placement and availability. All students will travel together in January 2010 for a 1 month term in Costa Rica.

WHO

- We are looking for young people, guys and girls, who are keen to work hard, play hard and grow in their relationship with God and others. Successful applicants must have a desire to grow through each and every experience whether pleasant or painful.
- All applicants must be willing to come under the leadership of the INTERN program and agree to the terms of service and be intent on participating in all aspects of the experience.
- All applicants must be 18 yrs of age or older by end December 2009.
- All applicants must be eligible to travel abroad with a valid passport
- All students must abide by the MBC/FHM code of conduct (see attached)

LIFE SUPPORT

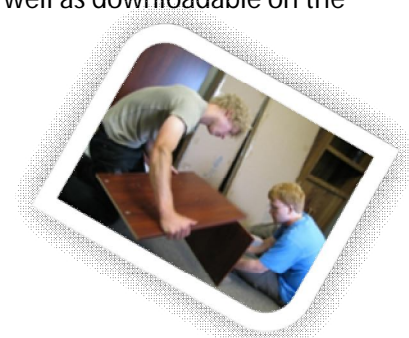
- INTERNSHIP is a volunteer service experience and all students will be provided with housing and meal support during the course of the term (except during the Christmas break).
- During times when the centres are not serving meals in the kitchen for retreat groups, the students will be responsible to plan and prepare their own meals with a cash grocery allowance provided.
- Each student will also be provided with \$50 in expense money each week which is intended for personal living expenses, recreation outings and savings.

STUDENT INVESTMENT

- The cost to the student is \$0.00.
- However, we expect each student to raise \$500 toward the cost of the trip to Costa Rica – some of which will be used to support the camp and orphanage that the students will be working at.
- Students will be expected to contribute to the program by working in designated job placements at each camp – an average of 35 to 40 hours weekly.

APPLICATION (available after Wed, August 5th)

- Application forms will be available at the MBC and Fair Havens offices as well as downloadable on the following websites:
 - steppingstones.fairhavens.org
 - www.muskokabiblecentre.com
- Applicants will be contacted for a phone or in-person interview shortly upon receipt of the application.
- Final decisions will be made and communicated by end August 2009.



Contact People:

Fair Havens: Allan Baxter MBC: Dan Henderson/John Friesen CR: Arthur Longworth
abaxter@fairhavens.org danh@mbc.on.ca jfriesen@fairhavens.org arthur@mbc.on.ca

stepping stones INTERNship Staff Member Code of Conduct

Our mission as a conference, camp and retreat centre is to bring ultimate glory to God and His Kingdom. In this context it is of paramount importance that our staff members conduct themselves in a way that is honouring to men and above all—honouring to God. Therefore, all staff members serving in **stepping stones** are required to abide by certain standards and practices. Specifically, we consider the following conduct to be inappropriate in our context as a Christ-centred ministry organization:

- Abusive behaviour of any kind (e.g. foul language, blatant insubordination, etc.)
- Malicious acts, physical aggression or threat to the safety of others.
- Immoral sexual behavior, including but not limited to: premarital, extramarital or homosexual.
- Use of illicit drugs.
- Criminal activity of any kind.
- Theft / fraud.
- Lying or deceit.
- Inappropriate use of Internet (pornography, facebook content, etc.)
- Disregard for Conference or Staff Handbook policies.

Participation in any of the above *on or off* campus property by staff will initiate investigation and appropriate disciplinary action, as necessary. Note that staff designated as ministry and/or management will be held to a higher level of accountability regarding off-site behaviour and conduct than other staff.

Furthermore, we encourage all staff to practice wisdom and careful judgment in the exercise of personal freedom. This includes things such as the responsible use of time and material resources, the honest pursuit of spiritual growth—including attendance at staff bible studies and chapel when possible. Abstinence from alcohol, tobacco, gambling and other substance abuse off-site is highly recommended and enforced while on-site. Modest behaviour and dress is important as well as maintaining personal relationships that are above reproach (I.e. guy/girl relationships). **All staff members MUST remain out of the residential quarters of the opposite sex.** Choice of entertainment (TV, movies, music) both on-site and off-site must also be a matter of discernment and wisdom. Staff and volunteers of **stepping stones** will refrain from profession or promotion of religious beliefs incompatible with Christian faith.

Failure to adhere to the above guidelines may be just cause for disciplinary action up to, and including dismissal. **Stepping stones** expressly reserves the right under this policy to terminate an individual's employment or service for just cause upon violation of the specific or general elements of this policy.

In the event of a violation or breach of this policy, **stepping stones** will attempt to bring about restoration of the individual in order to restore a working relationship with **stepping stones**. The first stage of discipline shall be a review of the problem by the CEO with the alleged offender. Action as determined necessary by the CEO will be initiated.

Should any staff or volunteer member, having signed this code of conduct, find themselves in a position where they can no longer uphold these standards, they should immediately advise the Chief Executive Officer.

Summary Statement of Faith

We require that staff, volunteers and groups using our facilities agree to not teach or act in contradiction to the summary statement of faith and marriage presented below.

MBC, Fair Havens Ministries and Camp Roblealto exist for the purpose of religious instruction based on Biblical Scriptures. By working or volunteering with any of these organizations, you affirm this purpose and will teach only in accordance with the following statement of faith: (Adopted from the Evangelical Fellowship of Canada)

- The Holy Scriptures, as originally given by God, are divinely inspired, infallible, entirely trustworthy, and constitute the only supreme authority in all matters of faith and conduct. (2 Timothy 3:16; 2 Peter 1:21)
 - There is one God, eternally existent in three persons: Father, Son and Holy Spirit. (Deuteronomy 6:4; Matthew 28:19)
 - Our Lord Jesus Christ is God manifest in the flesh; we affirm his virgin birth, sinless humanity, divine miracles, vicarious and atoning death, bodily resurrection, ascension, ongoing mediatorial work, and personal return in power and glory. (1 Peter 1:20, 21; 1 Corinthians 15: 3-8)
 - The salvation of lost and sinful humanity is possible only through the merits of the shed blood of the Lord Jesus Christ, received by faith apart from works, and is characterized by regeneration by the Holy Spirit. (Ephesians 2:8,9; Titus 3:5)
 - The Holy Spirit enables believers to live a holy life, to witness and work for the Lord Jesus Christ. (John 14:16,17; John 14:25,26)
 - The Church, the body of Christ, consists of all true believers. (Ephesians 4:4-6; Matthew 18:20; Luke 24:47; Matthew 28:18-20)
 - Ultimately God will judge the living and the dead, those who are saved unto the resurrection of life, those who are lost unto the resurrection of damnation. (2 Corinthians 5:10; Revelation 20:11-15)
-
- In addition to these, we believe in the holy institution of marriage as ordained by God between a man and a woman, the sanctity of marriage and the procreation of family, and that it is contrary to the will of God to sanctify as marriage the union of persons of the same sex.