



Internship Handbook 2021-2022



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PROGRAM DRIVERS

Every program is driven by a range of assumptions that determine not only what is taught but how and why. It is important for parents and interns to understand what these drivers are so they can make informed decisions as to whether those assumptions concur with the Word of God. The assumptions that drive the MSBC Internship Program are:

Our Theme Verse

“And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.”

2 Timothy 2:2

Our Mission

Our desire is to obey the Lord in fulfilling the great commission and making disciples of those whom God brings into our lives. It is our responsibility to teach these disciples in word and in deed as we seek to train and equip the next generation to serve God in this fallen world. This program helps in our vision to be a premier resource for leadership training, equipping people for ministry opportunities in the church and community.

Our Goals

1. To equip interns with an understanding of the timeless, universal process that God uses to conform His people to Christ, as described in the Bible. (*Romans 8:29; Ephesians 1:15-23*)
2. To instill a determination to live out the humility of Christ as interns learn to place the interests of others above their own. (*Philippians 1:3-8*)
3. To train interns toward mastery of the basic disciplines needed to rely on God to accomplish His work.
4. To inspire interns with testimonies of faithful believers whose lives and service are empowered by Christ. (*Hebrews 12:1; 1 Corinthians 11:1*)
5. To provide means by which interns can ascertain God's call on their lives and develop an action plan for progressing into that calling. (*Romans 12:2*)

Our Statement of Faith

Morning Star Bible Camp exists for two primary reasons:

- so that the Gospel of Jesus Christ can be presented to the people of the world;
- to build up and encourage in their faith those who have received Jesus Christ as their Saviour and Lord.

This work is primarily supported by six church fellowships from the southern part of British Columbia. We welcome believers in Jesus Christ from various church backgrounds to join us in working together in this ministry. So that we can work together in harmony, we would expect all those who desire to participate in this work to not teach or act in such a way that would detract or be contrary to the beliefs held in common by the sponsoring churches. To this end, the following **Statement of Faith** is given to briefly outline those truths held in common by the six sponsoring churches.

- The sole basis for our beliefs is the Bible, God's infallible written Word, the sixty-six books of the Old and New Testaments. We believe that it was uniquely and fully inspired by the Holy Spirit and that it was written without error in the original manuscripts. It is the final authority in all matters on which it speaks. [[2 Timothy 3:16](#); [1 Corinthians 2:13](#); [2 Peter 1:20-21](#)]
- There is one true God eternally existing in three Persons – Father, Son and Holy Spirit – each of whom possesses equally all the attributes of Deity and the characteristics of personality. [[1 John 5:7](#); [Matthew 28:19](#); [2 Corinthians 13:14](#)]
- Jesus Christ is God, the living Word, who became flesh through His miraculous conception by the Holy Spirit and His virgin birth. Hence, He is the perfect Deity and true humanity united in one Person forever. [[Matthew 1:23](#); [John 1:1,14](#); [Philippians 2:5-8](#); [1 Timothy 3:16](#)]
- He rose from the dead in the same body, though glorified, in which He lived and died. [[Luke 24:36-48](#); [1 Corinthians 15:3-8](#)] He ascended bodily into heaven [[Luke 24:50-51](#)] and sat down at the right hand of God the Father where He is the only mediator between God and man [[1 Timothy 2:5](#); [Hebrews 8:1-2](#)] continually making intercession for His

own [Hebrews 7:24-27].

- The Lord Jesus lived a sinless life and voluntarily atoned for the sins of men by dying on the cross as their substitute thus satisfying divine justice and accomplishing salvation for all who trust in Him alone. [2 Corinthians 5:21; John 1:11-12; John 3:16,36]
- Man was originally created in the image of God. [Genesis 1:26] He sinned by disobeying God; thus, he was alienated from his Creator. That historic fall brought all mankind under divine condemnation. [Romans 5:12; 1 Corinthians 15:22]
- Man's nature is corrupted, spiritually dead, and thus separated from God [Romans 3:23; Ephesians 2:1] Every person is in need of a spiritual new birth; as the scripture says, we need to be born again by the Holy Spirit. [John 3:3,7,16]
- The salvation of man is a work of God's free grace and is not the work, in whole or in part, of human works or goodness or religious ceremony. [Ephesians 2:8-9] God imputes His righteousness to those who choose to put their faith in Christ alone for their salvation, and thereby justifies them in His sight. [Romans 5:1,19; Acts 4:12]
- It is the privilege of all who are born again of the Spirit to be assured of their salvation from the very moment in which they trust Christ as their Saviour. [John 5:24; 10:27-30; 2 Timothy 1:12; Romans 8:38-39] This assurance is not based upon any kind of human merit, but is produced by the witness of the Holy Spirit who confirms in the believer the testimony of God in His written Word. [Romans 8:16; 1 John 5:7-13]
- The Holy Spirit has come into the world to reveal and glorify Christ and to apply the saving work of Christ to mankind. He convicts and draws sinners to Christ, imparts new life to them, continually indwells them from the moment of spiritual birth and seals them until the day of redemption. [John 14:16-17; Ephesians 1:13-14; Titus 3:5; Ephesians 4:30] His fullness, power and control are appropriated in the believer's life by faith. [2 Corinthians 5:5-7]
- God gives to all believers one or more spiritual gifts. They are to be used for the edifying and growth of the members of the Body of Christ, the Church. God is sovereign and gives gifts to whom He wills, to equip

each believer for the work He calls them to do. [1 Corinthians 12:1-31]

The miraculous/sign gifts were given to validate the birth of the Church Age [1 Corinthians 1:22; Hebrews 2:1-4] but diminished in use as the Holy Spirit gave His teaching through the Apostles in the written Word of the New Testament Scriptures. [1 Corinthians 14:22-25; 1 Corinthians 13:10-12]

- Every believer is called to live so that in the power of the indwelling Spirit they will not fulfill the lust of the flesh but will bear fruit to the glory of God. [John 15:5,8; Romans 7:4; Ephesians 5:8-12; Galatians 5:22-23]
- As an outward evidence of an inward reality, Christ commanded that every believer who comes to faith in Christ should be baptized by immersion, symbolizing that they have died with Christ and are raised with Him to a Spirit-empowered life. [Acts 8:12; 8:38; 10:47; 16:33; Romans 6:1-14]
- Jesus Christ is the Head of the Church, His Body, which is comprised of all men, living and dead, who have been joined to Him through saving faith. [Colossians 1:18] The Scriptures give us a model of this truth in each local church and family [Ephesians 5:22-33] Men are to model Christ's headship by providing spiritual leadership, and women are asked to be subject to Christ's authority under this leadership. In Christ, no person is valued above another but each is asked to serve where Christ sees fit. [1 Corinthians 11:1-16]
- At physical death the believer enters immediately into eternal conscious fellowship with the Lord [2 Corinthians 5:6-8; Luke 16:19-31] and awaits the resurrection of his body to everlasting glory and blessing. At physical death the unbeliever enters immediately into eternal conscious separation from the Lord and awaits the resurrection of his body to everlasting judgment and condemnation. [John 5:28-29; Revelation 20:15]
- At a specific point of time determined by God the Father alone, the Lord Jesus Christ will come to the heavens to catch up all who are saved by faith. (This event has been referred to as the Rapture) [1

[Thessalonians 4:13-18](#)] Following this event, the world will enter into a time of great tribulation culminating with God’s righteous final judgment upon mankind [[Matthew 24:15-21](#); [Zechariah 14:1-9](#)]

- We believe Israel as a people was singled out by the sovereign will of God to bring blessing to all of mankind. They were to represent Him and His purposes to the nations, and were used of God to bring to the world His ultimate plan of redemption through the incarnation of His Son, Jesus Christ. [[Genesis 28:13-15](#); [32:27-30](#); [Isaiah 9:6-7](#)] In the Church Age, the Age of Grace, Israel as a nation has no distinct role; but they will in a future day see the covenants and blessings fulfilled that God promised them in ancient times. [[Judges 2:1](#); [Romans 11:1-28](#); [Psalm 105:6-10](#)] They will play a part in God’s final dealings with an unrepentant world [[Revelation 7:2-8](#); [14:1-5](#)] Christ will reign over the whole earth from the New Jerusalem that comes down from heaven. [[Revelation 21:1-3](#)]
- Jesus Christ will come again to the earth – personally, visibly and bodily – to consummate history and the eternal plan of God. [[Revelation 21:3, 9-27](#)]
- The Lord Jesus Christ has commanded all believers to proclaim the Gospel throughout the world and to disciple people of every nation. [[Matthew 28:19-20](#); [Mark 16:15-16](#)]

The ministry of MSBC is in part our desire to fulfill Christ’s command.

Our Statement of Marriage, Sexuality & Gender

- We believe that a person’s gender is defined by biological differences [[Genesis 1:26-27](#), [Matthew 19:12](#)] and therefore cannot be redefined by subsequent perception of their self-identity. Where male or female biological gender is clearly evident at birth, we believe it to be immutable, notwithstanding alteration or modification of a person’s body intended to reassign it to the opposite gender [[Job 10:8-12](#)].
- We believe that the term “marriage” has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture [[Genesis 2:18-25](#)]. We believe that God

intends sexual intimacy to occur only between a man and a woman who are married to each other [[1 Corinthians 6:18](#); [7:2-5](#); [Hebrews 13:4](#)]. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

- We believe that any form of sexual immorality (including adultery, fornication, homosexuality, bisexuality, bestiality, incest, and use of pornography) is sinful and offensive to God [[Matthew 15:18-20](#); [1 Corinthians 6:9-10](#)].
- We believe that in order to preserve the function and integrity of Morning Star Bible Camp (MSBC) as a Christian Ministry with an evangelical mission, and to provide a Biblical role model to the MSBC employees, volunteer staff, campers, guest groups and the community, it is imperative that all persons employed by MSBC in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. [[Matthew 5:16](#); [Philippians 2:14-16](#); [1 Thessalonians 5:22](#)]. Campers and guest groups attending or utilizing the MSBC facilities will be made aware of, and be expected to honor the camps theological position, and standard regarding these issues.
- We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ [[Acts 3:19-21](#); [Romans 10:9-10](#); [1 Corinthians 6:9-11](#)]. We believe that every person must be afforded compassion, love, kindness, respect, and dignity [[Mark 12:28-31](#); [Luke 6:31](#)]. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the rules and policies of MSBC.

PROGRAM DESCRIPTION

What We Aren't

Before we say what we are, it might help to know what we aren't:

1. We're not a *traditional internship program* whose primary focus is to train you for a career in Christian camping... although at MSBC, our interns will gain skills and experience that will help in all areas of life.
2. We're not a *traditional gap year program* whose primary focus is to provide life direction and preparation for college... though at MSBC, our interns will gain direction and preparation.
3. We're not a *job* whose primary focus is to earn money for college. At MSBC, interns will work hard and long for no remuneration.
4. We're not a *college* whose primary focus is to give out degrees while interns spend all kinds of free time with their friends... though at MSBC, interns will be pushed to perform.
5. We're not a *means of escape* from parents or life. Trust us, this is the wrong place to come to escape.
6. We're not a *rehab program* for troubled youth. The training we offer will make a difference but it isn't designed to address the many underlying issues that troubled youth must deal with in working toward wholeness.

What We Are

Now that we have laid out what we *aren't*... what *are* we?

In a word, the MSBC Internship is a nine month, in-residence discipleship program that focuses on cultivating the humble heart that is essential to becoming like Christ. Think of it as "humility training". Becoming like Christ is a lifelong pursuit and the goal of the internship is to equip and train interns with the attitudes and skills needed to pursue Christ faithfully to the end.

The training is intensive. Progress is slow. Our prayer is that when our interns finish the program, others will notice that they are more like Christ than when they started.

Interns will live, learn and serve with a team of other interns in the care of mentors who are committed to their progress toward Christlikeness. Training will consist of a mix of formal instruction and service experiences, both at and away from camp. These experiences

will not only be used to cultivate the character of Christ, they will also equip interns with critical skills that will serve them well for the rest of their lives.

The MSBC Internship utilizes the year-round ministry needs of camp to encourage interns to **serve and grow**. As a vital part of the ministry team, interns will work in many departments and will experience many roles for the purpose of teaching service, humility and personal responsibility.

Location

The Internship takes place at Morning Star Bible Camp and within the local community. We are located in the Glenrosa area of West Kelowna, British Columbia.

Training

Intern training at MSBC is designed to "move you into position" so you can better cooperate with the process God uses to conform individuals to the image of His Son (Romans 8:29). Co-operation requires that interns be trained to first understand the process and then apply the process.

Understanding the Process

The process is repeatedly described in the Bible, but don't take our word for it – study it for yourself. We equip interns with the tools they will need to learn the pattern for themselves. The following coursework will be offered during the Internship:

- Emmaus Correspondence Courses (Associate Diploma Program)
- "Shadow of the Almighty" by Elisabeth Elliot
- As well as other possible additions throughout the year

Completing the required reading and coursework material prior to the end of the Internship year will require daily discipline and time set aside.

Applying the Process

The key to this process is humility. We learn humility by choosing to humble ourselves. The opportunities to humble ourselves occur most frequently as we serve others. In other words, service is one of the primary means God uses to conform us to Christ. The problem is that so much service fails to rise to its full potential because so few understand how the process works. At MSBC, we aim to change that.

Living together – This is where the rubber meets the road. God's best teachers happen to be the roommates and host families of our interns.

Serving together – At camp. At church. In the community. On the mission field. Our goal is for our interns to leave MSBC as a "lifer"; one who is committed to a lifestyle of sacrificial service. Like the Lord Jesus.

Service experience includes:

Camp_– Interns will be immersed in the camp ministry. The demands are great and the pace is often relentless. Interns will **serve** in many departments including kitchen, maintenance, programming, guest services, and administration. Some they will love, some they will not. Here's a list of just some of the responsibilities that our interns take on:

- Facilitating activities for guest groups such as the rock wall and zipline
- Food preparation and clean up (eg. setting tables, washing dishes, cleaning the kitchen, etc.)
- Preparing the camp facilities for guests, including set up and clean up (e.g. mopping floors, cleaning toilets, etc.)
- Maintaining the grounds and buildings (e.g. weed trimming, snow removal, maintaining trails, etc.)
- Camp promotion (eg. attending promotional events)

Local Church – Interns are required to be involved in the local church as contributors, not consumers.

Community – Interns get dirty serving the "least of these" in the local community and beyond.

Local Community – Find a need in the community and fill it in the name of the Lord Jesus.

Schedule

Starting Date

The program will begin **September 7, 2021** and ends on **June 30, 2022**. Upon completion of the MSBC Internship Program individuals may apply to work on our summer volunteer staff but are not required to do so.

Weekly Schedule

Given the nature of camp, it is impossible to describe a "typical week". During the year, we are hosting groups and schedules are constantly flexing to adapt to the needs of each group. An intern's ability to adapt to this uncertainty is critical to their success and is a part of their training.

A typical week will include:

- 15-20 hours of work (kitchen, maintenance, housekeeping, program, office, etc.)
- Two to three evening Bible studies (church, support groups, personal)
- One evening of service (eg. Centershot Archery Program)
- Regular mentoring/accountability meetings
- Involvement in host family activities (eg. housework, yardwork, trips, chores)

STUDENT LIFE

The Bible tells us that no matter what we do in life, even if it is simply "eating and drinking", we are to "do it all for the glory of God" (1 Corinthians 10:31). Our desire is that all areas of our life is lived in the presence of God. We aim to submit every area under the eye of God to approve the things that are excellent and lay down and give up anything that may be good in themselves but doesn't benefit spiritually. This means saying 'no' to so called entertainments and activities that may not be beneficial spiritually. We want to learn to live as if any moment could be the moment before Jesus comes back, therefore to live a life so we would not be ashamed at his coming.

Relationships With Those in Authority

We learn to submit to God by submitting to those whom God has placed over us in authority. These individuals aren't always right, but we strengthen our "humility muscle" by learning to submit without grumbling and complaining, even when they are wrong.

Relationships With Teammates

God is most free to work in us when we put the interests of others above our own, but that is much easier said than done. This is why we take the time to help interns learn to sacrifice their own interests in favor of another.

Dating Relationships

There are times when your relationship with the Lord needs undivided attention and requires going to extraordinary lengths to make sure He gets what He deserves. One of the greatest distractions for young people is dating relationships: they not only divide your affection from the Lord, they tend to wreak havoc within a team.

Interns are committing to devoting nine months of their lives to the Lord. We ask that part of this commitment includes making what may be a painful sacrifice, not out of legalism, but as a way of declaring to the Lord that He is more important than anything (or anyone) else.

This means that:

- If you're dating or are engaged, only one of you may enroll in the program in a given year.
- If you're dating someone before you come, then the relationship will have to be put on hold.
- If you arrive single, plan on leaving single. You won't be permitted to start dating during the program.

Digital Life

The digital lifestyle of our society is convenient but there is a growing mountain of evidence demonstrating that digital media is not only destroying our capacity for meaningful relationships (ironically, it is the "social" media that is the greatest culprit), it is literally "rewiring" the brains of an entire generation so they cannot think or relate effectively.

The very skills that are needed to make your relationships strong are being eroded by our digital culture and this includes one's relationship with God.

By the time a young person reaches their late teens, their heart and mind are already seriously infected with values that are completely at odds with what God is trying to do in their life. An intern's year at MSBC may be an opportunity for them to detox their mind and heart, to rediscover what it takes to actually "be still and know that the Lord is God" (Psalm 46:10). We ask that interns abstain from all social media use for the first four weeks of their internship. After this time, they are free to decide how to proceed with social media use.

Housing

During the school year (September– June)

Interns will stay either in the home of a full-time camp staff member/designate or, if more room is needed, in a cabin on camp property. Housing arrangements will vary according to the number of interns and the proportion of each gender and are assigned at the sole discretion of the Managing Director. Male and female interns are housed in separate facilities and may only socialize in designated common areas during visiting hours.

If living in a staff member's home, it is expected that interns will show consideration to the fact that their host family is forfeiting their privacy. It is important that interns abide by the rules of the house out of respect for the family's sacrifices being made on behalf of the intern. This is part of the training.

- At all times, rooms will be kept neat and orderly.
- The host family will impose a curfew.
- Interns may need to provide their own towels, pillows, and bed linens (dependent on living arrangement).
- No pets.
- You may decorate your room in a manner that reflects the consensus of all your roommates. No paint, wallpaper, borders, nails, or screws in the walls.
- At the conclusion of the program, you are responsible for leaving the room in the condition it was in when you arrived and is subject to the approval of your host or the Managing Director.

Full details of living conditions are included in the Housing Agreement.

Meals

When serving at camp, meals are provided for interns whenever there are groups at camp and are served in the camp dining hall at designated times.

As part of your training, interns will work together with the Kitchen Manager to plan and prepare meals for upcoming camp events.

Snacks and other special items are at the expense of the student.

Please notify us of special dietary needs for diagnosed medical conditions. Variations for personal preference are at the expense of the student.

Miscellaneous

Laundry – Cleanliness is still next to godliness. Laundry facilities are provided in your host family’s home and at camp.

Shopping – Various options are located within a five minute drive.

Transportation – Interns are permitted to have their own vehicle. Other arrangements can be made on an as-needed basis.

Medications – Interns will maintain possession of their prescription medicines but are required to identify any potentially life-threatening medical conditions on their application along with a list of associated prescriptions.

COUNTING THE COST

Now comes the part where you must decide if you're prepared to accept the challenge of enrolling in the MSBC Internship Program. Think carefully. We're asking you to give up a lot but we believe you will leave with far more than you ever would have had had you not given up anything.

Do you meet the basic qualifications?

1. Are you coming because you want to come or are your parents making you?
2. Do you have a clear testimony of faith in Christ, a sincere love for God and a desire to know and serve Him?
3. Are you a high school graduate or equivalent?
4. Do you have a sound and able body that is capable of hard work?
5. Are you eager to learn, responsible, reliable, respectful, and submissive?
6. Are you willing to work long and hard, often doing jobs you don't like at the mercy of a changing schedule?
7. Are you able to participate in the entire program?
8. Are you willing to abide by the purpose, philosophy, statement of faith, and policies of Morning Star Bible Camp?

Expenses

Participants will be required to pay minimal rent for the duration of the program as well as cover the cost for all materials related to their coursework. Participation in the program will include coverage of travel expenses directly associated with the program or camp work.

Emmaus Associate Diploma	\$1450
Other Required Reading	\$20
Rent (per month)	<u>\$300</u>
Total:	\$1770

Application Process

The application process is a two-way street. It gives us a chance to evaluate the applicant’s readiness for the program and also gives the applicant a chance to consider whether the Internship Program is truly for them.

The application process involves three steps:

1. Submission of the application and references. Please click [HERE](#) to begin the application process.
2. Submission of a letter of recommendation from your local church leadership to MSBC’s Managing Director.

3. Based on a preliminary assessment of the application, MSBC's Managing Director will be in contact with the applicant to schedule a site visit.
4. An interview will then be conducted during the visit.

Application submissions will be accepted throughout the year. Once all of the necessary forms have been submitted, applicants will be contacted with an invitation to schedule a site visit and interview.