IMMERSE

THE STUDENT DISCIPLESHIP PROGRAM OF

MBC | MUSKOKA BIBLE CENTRE

WHAT IS IMMERSE?

The Immerse program is Muskoka Bible Centre's student discipleship program. We believe that every student who serves at MBC (including Widjiitiwin) should be growing not only in their work skills and experience but growing deeper in their faith with God. To do that, we work each year to build a unique community of students who are committed to serving well, learning together and spending time asking each other and their leaders questions about what faith looks like and how it impacts their everyday life. Our name comes from 1 Timothy 4:12-15:

> *Let no one despise you for your youth, but set the believers an example in speech, in conduct, in love, in faith, in purity. Until I come, devote yourself to the public reading of Scripture, to exhortation, to teaching…. practice these things, immerse yourself in them, so that all may see your progress*.

We use all sorts of different discipleship methods, including Bible study, worship and individual check-in time to make sure each student is thriving. Immerse is more than just a quick sermon once a week – we're looking for students who want to deepen their faith, serve God in a Christian community, and have a ton of fun while doing it.

The discipleship program lasts either two or four months, depending on how long you're serving with us (either at "camp" with the Widjiitiwin program or at "conference" serving at MBC) – you'll be joining over 100 youth and young adults (15-25 years old) for our spring and summer programs. It is our hope to build up a new generation of God-directed leaders and equip all participants to actively serve the Lord in their home communities.

Immerse Discipleship can be expressed in a few different ways at MBC. Some of our staff serve at Camp Widjiitiwin, our kids camp that serves priority neighbourhoods in Ontario. Other summer staff serve at our conference centre in a variety of departments. While the learning and work might look different at Widjiitiwin or MBC, the discipleship methods we use are designed to help you know God better.

WHAT IS MUSKOKA BIBLE CENTRE?

Muskoka Bible Centre is an independent, inter-denominational organization that was founded in 1930 by the Fellowship of Evangelical Baptists. While recognizing its roots in the Fellowship Baptist movement, we embrace and support the cultural diversity of Christ-centered Kingdom ministries and people in accordance with our statement of faith.

In order to properly run our ministry according to government regulation, we have several entities to our organization:

- Muskoka Bible Centre (MBC) handles all the facilities and guest services like food, hospitality and recreation.
- Muskoka Bible Ministries (MBM) is a registered charity that operates the chapel ministry and children's & youth ministries which take place at MBC and Camp Widjiitiwin.
- Muskoka Bible Foundation (MBF) is a separate charitable entity that exists to financially support the ministry activities operated by Muskoka Bible Ministries.

To learn more about MBC, you can check out www.muskokabible.com for more information.

IMMERSE PROGRAM OVERVIEW

As indicated above, the Immerse program is about much more than just a summer job: we're looking for quality young people who are authentically wanting to grow in their faith. There is no perfect way to disciple a person, so we work with our student discipleship team to mentor and guide each student towards Jesus. We provide the path, but it's up to each individual to pursue and follow Christ. Within the unique journey each person takes towards Jesus, we believe that there are several distinct things that we can do which will be most likely to help shape you into a resilient disciple.

RENEW, CONNECT, EQUIP

The goal of Immerse is to develop youth into mature disciples of Christ who will serve and lead God's people while positively impacting the world. We model this in the same way that we work with our MBC guest community: renewing, connecting, and equipping you to love and serve Jesus.

RENEW

First and foremost, **Immerse calls its participants to engage in a vibrant, personal relationship with God through the redeeming work of His Son Jesus Christ and the teaching ministry of the Holy Spirit.** We believe that instruction in God's written Word and the working of the Holy Spirit in the inner person revive and renew the spirit to bring about the fullness of life we were created for. *(For a biblical basis for this, check out the following verses: Romans 12:1-2; 2 Corinthians 4:16, 5:11-21; Psalm 19; 1 Thessalonians 2:13)*

CONNECT

Immerse connects youth with a healthy community of believers, building memories and relationships that serve as a stabilizing foundation for the challenges of life. We believe that unifying our relationships around the common bond of Jesus Christ brings strength and joy to the family of God. The sharing of one another's joys and burdens is testimony of God at work in our lives as we spur each other on to perseverance and good works. *(For a biblical basis for this, check out the following verses: Ephesians 4:3, 25-32; Colossians 3:12-17; 2 Corinthians 1:4; Hebrews 10:24-25; Proverbs 11:25)*

EQUIP

Immerse helps young people understand their unique giftedness and subsequent call to serve as part of the body of Christ. Our students are motivated to effectively fulfill their role in their family and local community, better equipped to participate in the good works God has prepared in advance for them and mobilized to practice love and hospitality to one another. *(For a biblical basis for this, check out the following verses: Ephesians 4; 1 Corinthians 12; Ephesians 2:10; Romans 12:9-16)*

PROGRAM STRUCTURE

The Immerse program is your home away from home for the summer. We know that some of our staff are here to work, and that's okay – but for us, it's also about committing to living in shared Christian community together, working and learning alongside each other. Our Student Discipleship Coordinators and their team work hard to help you feel as comfortable as possible as you serve.

Just like in your family back home, you'll have commitments that you need to make for your "home life" to work well. You'll also have work commitments that you'll have to fulfill as you serve at MBC. Our Immerse team takes care of you when you're "off work", and our department managers will care for you "at work". To that end, we have commitments that we make to you and ask that you make to us when you serve in the Immerse program.

COMMUNITY COMMITMENTS

To aid each Immerse participant in their walk with God, everyone is required to engage in worship and chapel sessions during the summer. Each dorm room at MBC is led by a Room Leader, and we have Section Heads at Founders Hall and Widjiitiwin who lead the teams as well. Understanding that spiritual formation is a personal commitment to lifelong growth in our relationship with God, we also ask that you develop your faith through various activities, such as mentorship and Bible study.

It can look a little different depending where you work, but we offer activities both on property like games, challenges and regular room checks for cleanliness, but also offer off-camp activity (OCA) days that allow you to explore Muskoka. Days off can look different depending on where you work (most departments schedule intermittent days off, as we are open seven days a week in the summer, but Widjiitiwin takes days off over the weekend). At Widjiitiwin we encourage our staff to join MBC activities on their time off, and also have weekly staff devotions, hangouts with snacks, cabin checks for cleanliness, and prayer meetings three mornings a week.

WORK COMMITMENTS

In Immerse, discipleship occurs in the context of work too. Work is an important expression of our faith, as God has uniquely equipped each believer to serve the body of Christ. Opportunities for service vary greatly, from teaching children and youth, serving in the Widjiitiwin program, serving meals in the Dining Room, greeting guests at the Main Office, or keeping the rooms and facilities looking clean and beautiful to managing Campground registrations. Students can expect to serve approximately 40 hours per week, with some time counting towards volunteer service hours. Widjiitiwin staff work a full week but have increased time off between camp weeks to rest and recover. You will receive training and feedback to make sure you're well prepared to serve in your department.

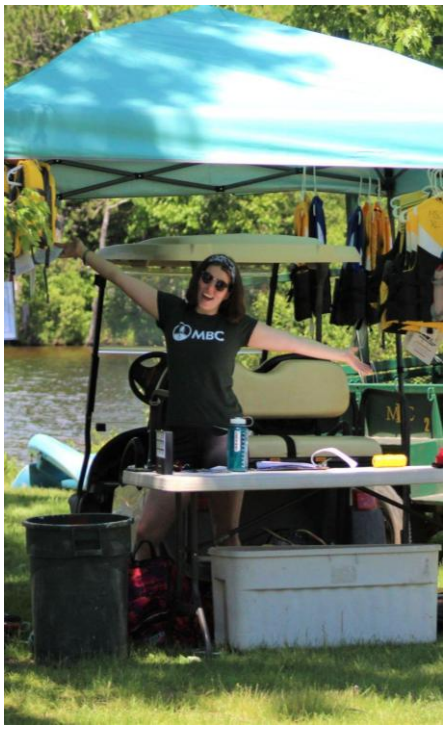
The goal of the Immerse program is to give you a taste of how we should be living as Christians in a broken world. That will mean that there will be times when you don't get along with everyone, or disagree about work, fun or other. In all these situations, we treat our program participants as active learners who want to be better Christians. That means that we expect you to engage fully in the process of discipleship, learning and graciousness towards others as well. Our Student Discipleship Coordinators, Dorm Coordinators, Program Directors and Section Heads will all work hard to help and

support you through these times with the Bible as a foundational tool for change and growth.

OTHER BENEFITS

The focus of Immerse is on the development of the young people involved. Part of that focus is making sure that we take care of your needs while you serve with us. Below is a list of a few other benefits you might have wondered about.

- **STAFF UNIFORM:** Each staff member at MBC will be provided with the details needed to be ready to serve in the summer. Typically, MBC provides the staff shirt(s) appropriate for your department, and you'll provide the pants and shoes required for your service, within the boundaries of our staff uniform policy.
- **LAUNDRY:** All our staff areas are equipped with free on-site laundry (no payment required) so that you can keep yourself clean and ready to serve.
- **WI-FI:** We have a high-speed staff wi-fi network available during the day for our staff to use, including in the dorm. The wi-fi is sometimes deactivated at night to promote healthy sleep habits
- **DISCOUNTS:** We offer a 20% discount to our staff team in the MBC Bookstore, Nibble Nook, paid recreation amenities and other food areas.
- **SPORTS AND RECREATION AMENITIES:** We also have reserved certain recreation and sports equipment for staff use, or else designate other times for staff exclusive use of our amenities.
- **BIBLE TEACHING:** Each of our departments attends chapel together as a group each week to make sure that you're getting access to the top-notch Bible teachers that we bring to Muskoka Bible Centre each summer.



WHO SHOULD APPLY?

Immerse is looking for those individuals who are committed to actively growing in their relationship with Christ, serving with a ministry this summer, and are already demonstrating that commitment in their day to day life. We're not looking for perfection, but we are looking for eager followers of Jesus who want to be more like Him. All of those accepted into the Immerse program need to know Jesus Christ as their personal Saviour and Redeemer from the curse of sin, and that there is one God (Father, Son and Holy Spirit) and He loves you. MBC's Statement of Faith applies to a team member's conduct on and off-site while a part of the program.

This program is not for those who simply want a summer job, or just have a fun time with friends. It is for those who are serious about intentionally growing with Christ, being a disciple, and are willing to work hard at every task. (We've already said it before, but we plan to have lots of fun and make great friends as we train, serve, and live in community together, so don't be turned off by the seriousness of what we're looking for – if you care for this stuff, we want you here!)

APPLICATION PROCESS

Applying to become part of Immerse involves a simple three step process described below:

1. **Read** the Immerse Program Information Guide (the document you're reading now).
2. **Complete the online application** (available December 1 of each year).
3. **Submit any required references with your online application:**
    - **New applicants** must have two reference forms. One reference must be completed by each of the following: (References should know you well)
        - Spiritual Reference: Pastor, youth sponsor or leader in the church.
        - Employment or School: A teacher or adult who has supervised paid or volunteer work you have done.
    - **Returning applicants** will not usually be required to submit references when they apply, but if you are applying for a new position or a leadership role the hiring manager may request an additional reference.

The application timeline generally looks like the following:

December 1	Applications open for all available Immerse positions
January	Interviews begin for Immerse positions
February 1	Start of contract offers are sent out

Application Reminders:

- The MBC Application Portal will remain open until all positions are filled. This does not mean that all positions are guaranteed – please apply early for your preferred department roles.
- MBC conducts rolling interviews and acceptances to our Student Discipleship Program. Offers may be sent out as early as February 1, but after that date, offers may be sent before all interviews are completed.
- Standard Police Checks are required for all summer team members who are 18 years and older. They must be current and issued within the current or previous calendar year.

SELECTION PROCESS

The selection of participants will be based on three areas:

- **Spiritual Preparedness:** Is the student desiring to grow in their faith?
- **Readiness for Community:** Will the student be a positive influence on the MBC Community?
- **Desire to Serve:** Is the student hard working? Can they be an asset to their department?

The year-round team at MBC will be involved in acceptance decisions of every student. All information available will be taken into consideration, including your previous involvement with Muskoka Bible Centre as well as your application, interviews, references, and recommendations. Every applicant should be prepared to have at least one interview. Applicants will not be accepted at the time of interviews – you will be contacted by email with an offer of acceptance after February 1.

ENROLLMENT LEVELS

The Immerse program hires students at various enrollment levels, which relate to the experience required and job expectations for the role, as well as the pay for those enrollment levels. Below are the three current enrollment levels and details related to them.

Frontline

Frontline students are a key part of the MBC summer experience - they comprise the bulk of our summer staff team, and perform in a variety of departments across our facility. Frontlines can be of any age (15-25), but should be willing to commit to a summer of service. In addition to their valuable work experience, Frontlines participate in faith-building activities and fun community-based programming. It is a great way to step forward in faith and serve God. (min. age 15 by start of program)

Service Term: 10 weeks
Dates of Service: Late June to Labour Day

Core

Core students are selected for their developing leadership ability and their desire to deepen their faith during their time at MBC. They learn fundamental leadership skills, mentorship techniques, and team dynamics that will assist them in their development as community leaders. Core students are typically already enrolled in post-secondary training, and support both the Lead with programming as well as walking alongside Frontline students in the Summer Staff community. **Please Note:** Some Core positions are only 10-week contracts (we call that a “Summer Core” position).

Service Term: 17 weeks
Dates of Service: Early May to Labour Day

Lead

Lead staff are selected for their demonstrated and potential leadership abilities. These students provide oversight to a specific department during the summer months at MBC (including Widjiitiwin positions), and are also tasked with supporting their year-round department managers as well as leading the Core and Frontline students in their departments.

Service Term: 17 weeks
Dates of Service: Early May to Labour Day

Immerse students who demonstrate interest and spiritual maturity may also apply to serve as a Room Leader, which adds some responsibility in the Immerse community. Additional compensation is offered for serving in this role.

PAYROLL STRUCTURE

Muskoka Bible Centre relies on students who spend their summers in Immerse, serving our guests and campers in all departments. As an organization, MBC recognizes the value of its students and their sacrifice and contribution to the ministry of Muskoka Bible Centre and seeks to compensate them in a fair and competitive manner.

Enrollment Level	Gross Pay[1]	Service Weeks[2]	MBC Deductions[3]	Total Net Pay[4]
Lead				
Core				
Summer Core				
Frontline - 3rd Year				
Frontline - 2				
Fro st year				

COMING SOON

[1] **Gross Pay** is the total amount of pay for a position, based on the weeks of service and weekly pay rate for the enrollment level. This is only affected if a staff member arrives later than the expected service start date, leaves earlier than the expected end of service date, or takes additional time off throughout the summer.

[2] **Service Weeks** listed on this table indicated the total available contract length for a specific enrollment level. A student may sign a contract for a different period of time, Immerse staff are responsible for all MBC deductions (program fees/room & meal costs) for the full term of their signed contract, even if they choose to leave the program early.

[3] **MBC Deductions** include deductions for room, meals and Immerse program fees. Staff may also choose to purchase non-mandatory items for program events (Wonderland tickets, staff sweaters, etc.) that are further deducted from their pay, but are not mandatory, and are only offered as a deduction for convenience.

[4] **Total Net Pay:** This is the total that a student completing their whole contract would see at the end of the summer. This does not include government deductions (Canda Pension Plan, Employment Insurance, etc.) that are required based on a students non-summer work with other employers.

All Immerse students are required to have a Social Insurance Number (SIN) before starting work. International students cannot serve with us unless they have the appropriate visas and a Canadian SIN and are accepted for service through Citizen & Immigration Canada. Students will also need to have their own Bank Account, as MBC processes all salary payments through Direct Deposit.

QUESTIONS?

After reading this, if you still have questions, contact us at immerse@muskokabible.com. We'd be more than happy to help you make a decision about serving at MBC this coming year!