



INTERN INFORMATION PACKET

PART 2: SHOULD YOU INTERN WITH US?

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LOOK BEFORE YOU LEAP

In the introductory letter we said that we're looking for interns who will really "dive in". Well, before you dive, it's good to know what you are diving in to! This section of the information packet addresses potential misconceptions and unrealistic expectations you may have: about missions, the Christian life, the church, and what this internship will be like. It also makes clear what is expected of interns and what they must commit to in order to come. Please weigh all this information carefully as you decide whether or not to apply to intern with us.

SHOOTING STRAIGHT: REALITY AIN'T ALL ROSY

In a more typical short-term missions trip of a few days to a month it's possible for your entire time to be "honeymoon", and for the novelty of a new country and culture to be nothing but pleasant. An internship of a few months will probably be different. Here are a few things that may begin to "rub" while you are with us:

- A lot of what we will ask you to do is pretty mundane stuff that can be quite boring in and of itself.
- Babies cry. Sometimes they cry a lot! Remember: there are multiple babies in the baby home!
- Babies need their diapers changed. Multiple times a day. Remember: there are multiple babies in the baby home!
- The jam-packed intensity of a one-week missions trip is not sustainable over the long haul - we are limited human beings and there is only so much we can do. Your internship might not feel as action-filled and radical as you may have hoped.
- You won't have a car while you are here. For months. That can feel very limiting! Since you won't have a car, you will probably spend far more of your free time "at home" than would be your preference.
- We have limited internet bandwidth and even the very best internet in South Africa is slow by American standards. Netflix and other on-line means of movie watching may not work here, nor do many means of streaming music. You can watch YouTube and download songs by using internet at a coffee shop, but it will take forever!
- There is much less on TV in South Africa. Further, there's limited TV at Onthatile.
- If you are a coffee connoisseur, be prepared for instant coffee being what's on offer 9 times out of 10. Please bring coffee with you if you plan to drink it a lot! We buy coffee but it can be very expensive here if you like to drink anything but instant, especially if you're a 2+ cup per day drinker.
- In most South African homes (including the baby home and interns' flats) there is no air-conditioning or central heating. There are times when both would be very much appreciated! Summer days can get up to 36°C (97°F) with humidity to boot, and winter nights can get down to -6°C (21°F).
- We have a clothes dryer but only allow it to be used for emergencies due to the high cost of electricity here. That means there's the added work of hanging clothes out to dry, where sometimes birds poop on them, a strong wind sometimes blows them off the line and into the dirt, or a neighbor's braai (BBQ) may leave them smelling like smoke. During spring and summer, you will often have to take your clothes off the wash line and hang them up again inside because rain is



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coming (very sunny days can turn stormy very quickly) before they are dry. No dryer also means clothes are more wrinkled and you have to do a lot more ironing.

- Ants and other bugs in the house. This is more of a problem at certain times of year. You can kill them, but there are usually more where those came from. Previous interns have had experiences with large spiders sharing their shower! There are also quite a few mosquitoes in the spring and summer. There are no screens on the windows or doors, and in summer you must choose between flying insects in your room or a cool breeze.
- The interns' bedroom is small, and you will probably be sharing it with 1 or 2 other interns.
- It's pretty typical for people new to South Africa to find that they get more sick here than they are used to... It's not a problem with the water or anything like that, it's just that their immune system is not used to "African" viruses. One of the more common of these sicknesses is a particularly unpleasant "tummy bug."
- There are a lot of beggars here. They can be pushy and persistent, and quite a few of them are lying and manipulative. It can get very draining!
- The extra precautions you need to take due to the crime rate here can be very frustrating. It's hard not feeling like you can just go for a walk or go for a drive.
- Some aspects of cultures here will probably be frustrating or make you feel awkward. This is compounded by the fact that you will be immersed in multiple cultures, and some of them are very different to each other.
- Communication with some people will be very difficult - some South Africans know very little English, some who do speak it speak it with a very thick accent, and cultural barriers can add to difficulty communicating too.
- Expect a lot of waiting and a lot of things taking a whole lot longer than you're used to.
- You'll probably miss things you have at home but don't have in South Africa. Dying for Mexican food? Or a Cinnamon Crunch Bagel? Or a pumpkin spice latte? Unfortunately, you're out of luck!
- You'll miss people.
- You're a sinner, and we all are too - we will probably sin against and irritate each other.

In short: know that you will face a host of difficult things during your internship, and those difficult things will probably "pile up" at times. If you're going to come, don't expect comfort! And if you're going to come, come committed to deal with difficult things not by making them "go away", but by looking to God for the grace you need to persevere and work through them. He always gives us the grace we need.

Kingdom Culture:

One way missions can be romanticized is a mindset of "a poorer and more simple life is better/more godly" and "that foreign culture and way of life is better/ more godly than American culture." I will let Gunner address this. Here are his reflections 10 days after returning from his first visit to Uganda:

"Like any journey to a significantly different culture, our trip to Uganda provided us with fresh (though cracked) lenses through which to see aspects of the American mindset. The lens is fresh because it's tinted with an African shade that enables us to see American culture from a new perspective. And the lens is cracked because African culture is no less sinful than American culture — only in different ways.



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What are some of the observable, stereotypical differences? Of course, there are always the functional differences. In Uganda, most people eat the normal staple diet — bananas, potatoes, rice, beans, greens, pineapple, and the occasional meat. In Southern California where I live, people eat whatever they want, both at restaurants and at home — Mexican, Indian, Oriental, or classic American. Travel in Uganda is much slower and it generally takes much more human effort to get where you're going. In America most people spend money on gasoline and in Africa most people spend energy on walking. Economically, everyone is much poorer in Uganda. Many people in Uganda work for a month to earn a few hours of the average U.S. minimum wage (and there's no such thing as minimum wage in Uganda). The current exchange rate is less than 1,700 shillings to the dollar. Many families can't afford to send their children to school, and the education level of the average Ugandan is paltry by American standards (remember that we're not talking about intelligence but education — there's a big difference). These are some of the practical differences.

But there are also moral, spiritual, value-oriented and people-oriented differences. For instance, until a few weeks ago, adultery was a crime in Uganda. In America, adultery is glorified. In Uganda, it's not uncommon for parents to discipline their children in ways that we would think of as harsh and a bit violent. Meanwhile, some in California are attempting to pass a law against any form of spanking. In Uganda, HIV/AIDS is a serious and widespread problem, even though the country is hailed as a success story among African nations in terms of HIV/AIDS prevention. In America, sexual promiscuity is rampant but since we're more hygienic and educated and self-protective and knowledgeable about "safe sex" (there's an earthly phrase that will be turned on its head at the judgment), we are not as quickly devastated by our sin. In terms of money and material success, it seems that both Americans and Ugandans are into it. The difference is that most Americans have it and most Africans don't. But the lust seems to be similar. American greediness worships what it has. African greediness lusts after what it doesn't have. It's easy to spiritualize poverty and castigate wealth, but God looks at the heart. It's true that God cares for the poor and calls foolish those who store up their treasures on earth, but poverty does not equal righteousness and there are a few whose earthly treasure is what it should be — a matter of Christian stewardship, a reservoir for kingdom generosity, and a fading reminder of the unfading treasure they have in God.

So there are both functional and value-centered differences between Africa and America. Because of this, comparing the two cultures obviously leads to some profitable lessons that I've tried to bring home with me. Some favor Africa and some favor America. For instance: (1) American busyness is not all it's cracked up to be. However, African aimlessness is no more praiseworthy. (2) Uganda has taught me that I should be grateful for American honesty. You might not define American culture as "honest" (and neither would I if we're talking absolutes), but go to a place like Uganda or Egypt or the shops of the Old City in Jerusalem and you'll begin to recognize that Americans value economic honesty and integrity more than a number of other societies. At the same time, our divorce rate is ridiculously high, which means there's a lot of vow-breaking, among other things. (3) In the social realm, it's pretty clear that the initially-good American quest for every possible form of equality has gone to foolish extremes. Ugandan culture exposes some of those foolish pursuits because Africa still maintains some social distinctions that are important. But it's also nice to be back in a place where prices aren't doubled because of the color of my skin (I realize that if my skin were a different color, I would face different issues in America, but that's a whole nother conversation).

So have I gained some new insights from these (and other) cultural comparisons? In a small way, yes. But for the most part, not really. What I've learned comes from a different place, and pierces much deeper.



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You might think that after being in Uganda, I've returned to the States with a very jaded perspective on American culture (especially materialism, which seems to be the default punching bag for most American Christians returning from a third-world country). A few people have responded to my post-Uganda ruminations with the phrase "culture shock." But that's not what's going on (at least not mainly). I knew that the American value system is darkly materialistic before I ever drove past the mud-brick huts lining the road between Kampala and Jinja. How? The Bible. I knew that busyness is a potential idol for believers living in Southern California before I ever experienced three weeks of the slow-moving African mindset. How? Scriptural priorities. It didn't surprise me that aspects of my American culture were being challenged. I'm used to that, because the Bible sharply confronts my way of living every day and forcefully directs me to the upside-down alternative of Jesus' way.

So where does this leave me? Can I learn anything from traveling from a familiar country to a foreign one? Yes, I can, and yes, I have. Can I be challenged and stretched by having my own cultural attitudes exposed by those of another? Absolutely. But the lessons I've brought home with me will be warped according to the twistedness of the African plumb line.

Here's the point, and I can't even begin to tell you how important this is to grasp if you really want to honor the Lord both in your culture and others: The kingdom has its own culture, and the King calls every one of His people to step out of their own cultures and embrace the values of this radical way of living.

Christ's culture confronts the sin-tainted values of every culture of every people in the world. From Babel to Babylon, from Rome to Romania, from America to Africa, the Bible stares down every injustice, every perversion, every hypocrisy, and every half-righteousness that can be found among the nations of the earth. The Assyrians were cruel, the Egyptians were oppressive, and Cretans were "liars, evil beasts, and lazy gluttons" (Titus 1:12), but "all have sinned and fall short of the glory of God" (Romans 3:23). This means that cultural comparison may be a legitimate weapon in God's sanctificational arsenal, but it's pretty blunt compared to the piercing blade of the two-edged sword called the Word of God (Hebrews 4:12). I need the surgery of the Spirit, not the band-aid of a 3.5-week African journey.

There's a problem with a Christian who is only confronted about the heinousness of American values when he goes on a summer missions trip. What's the problem? The problem is that he doesn't recognize that the words of Jesus provide daily culture shock for the one who has ears to hear. What's happened to us as American believers if an African village shocks us more than a crucified Savior? Frankly, the four words "take up your cross" hack through the bonds of my cultural enslavement far more violently than a few weeks in another country. We are citizens of heaven (Philippians 3:20) and foreigners in every culture on earth (Hebrews 11:13-16; 1 Peter 2:11). This means that I shouldn't fit in either in Africa or America. Hotel Triangle wasn't my home, but neither is Santa Clarita. I want my Americanism gored open by the jagged edge of Jesus' life and ministry, not just pricked by the pin of cultural comparisons.

Oh, for the church in America to understand that Christ is our culture! Want to cross a culture? Knock on your neighbor's door. Want to experience culture shock? Watch TV for awhile and then read your Bible. Want to see a collision between value systems? Pray for the poor for thirty minutes while walking around the mall at the Valencia Town Center. You will find that Jesus turns most cultural values on their heads, mainly because those values are informed by perspectives that are at best tainted and at worst saturated



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with sin while His perspective is fueled by the majestic beauty of divine holiness and the perfect will of His Father.

The culture of the kingdom is radically different than any society on earth, and if you live as a part of this culture, you will be radically different — different than the average African and the average American. Christian culture decries envy and war-mongering and political posturing and corner-cutting and white lies and abortion and backbiting and every form of idolatry from worshiping the moon to worshiping at the mirror. It has shades of socialism when it comes to sharing (Acts 2:44-45), but carries capitalistic overtones when it comes to working (2 Thessalonians 3:10). Kingdom culture admires humility and abhors pride. Everyone has a place in the kingdom because everyone has a God-given gift. Others-centeredness replaces MySpace, God replaces the American Idol, and humbled citizens of heaven replace the proud-to-be-an-American.

The culture of the kingdom defines success as brokenness, mourning, meekness, mercy, purity, peacemaking, and suffering for the sake of righteousness, and all because you hunger and thirst for the ways of God (Matthew 5:3-12). Our culture is one in which enemies are loved, orphans are cared for, possessions are shared, leaders are respected, submission is enjoyed, worldliness is despised, sin is confronted, and sinners are restored. When God's will is done on earth as it is in heaven, prayer is relentless, radical is normal, hope is pervasive, God is feared, life is worship, and Christ is all. That's what the country of the King looks like.

Its citizens prize their citizenship, love their countrymen, and treasure their inheritance. Their history is a cycle of sin and forgiveness, but they are secure because there was a dark and glorious day when redemption was accomplished and applied. They have one hero whose story is passed down from one generation to the next, and they know that the plans of their King will not be thwarted. This is kingdom culture.

If you are a disciple of Jesus Christ, you are not white or black or American or African or handicapped or whole. You are not mainly an athlete or an engineer or a mother or a teacher or a teenager or a student or a minister. You are a Christian. The life and death of Jesus defines your culture, and your call is to go shock the world with it. Because that kind of culture shock is what God uses to save His creatures and spread His glory.

Ten days ago I set foot on American soil and quickly experienced a bit of reverse culture shock. But this should be nothing compared to the daily feelings of spiritual confrontation and astonishment that I feel as I walk as light in a dark place. I refuse to respond to my Uganda trip by trying to be more African and less American. I want to be more Christian."

This article was written by David "Gunner" Gundersen in May 2007 and originally posted at his blog: www.rawchristianity.wordpress.com/2007/05/03/kingdom-culture/.

THE GLORY OF PLODDING:

One common motivation for short-term missions is a desire to break away from the "humdrum" of "going-through-the-motions", domesticated "Christianity" - a desire to do something radical and worthwhile, a



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desire for “real” Christianity. We will be the first to tell you that many believers do “waste their lives” in a dumbed down, sanitized version of “Christianity”, but the answer to this problem is not what many today think it is... The article below is well worth reading. It’s called “The Glory of Plodding” and is written by Kevin DeYoung:

“It’s sexy among young people — my generation — to talk about ditching institutional religion and starting a revolution of real Christ-followers living in real community without the confines of church. Besides being unbiblical, such notions of churchless Christianity are unrealistic. It’s immaturity actually, like the newly engaged couple who think romance preserves the marriage, when the couple celebrating their golden anniversary know it’s the institution of marriage that preserves the romance. Without the God-given habit of corporate worship and the God-given mandate of corporate accountability, we will not prove faithful over the long haul.

What we need are fewer revolutionaries and a few more plodding visionaries. That’s my dream for the church — a multitude of faithful, risk taking plodders. The best churches are full of gospel-saturated people holding tenaciously to a vision of godly obedience and God’s glory, and pursuing that godliness and glory with relentless, often unnoticed, plodding consistency.

My generation in particular is prone to radicalism without follow through. We have dreams of changing the world, and the world should take notice accordingly. But we’ve not proved faithful in much of anything yet. We haven’t held a steady job or raised godly kids or done our time in VBS or, in some cases, even moved off the parental dole. We want global change and expect a few more dollars to the ONE campaign or Habitat for Humanity chapter to just about wrap things up. What the church and the world needs, we imagine, is for us to be another Bono — Christian, but more spiritual than religious and more into social justice than the church. As great as it is that Bono is using his fame for some noble purpose, I just don’t believe that the happy future of the church, or the world for that matter, rests on our ability to raise up a million more Bonos (as at least one author suggests). With all due respect, what’s harder: to be an idolized rock star who travels around the world touting good causes and chiding governments for their lack of foreign aid, or to be a line worker at GM with four kids and a mortgage, who tithes to his church, sings in the choir every week, serves on the school board, and supports a Christian relief agency and a few missionaries from his disposable income?

Until we are content with being one of the million nameless, faceless church members and not the next globe-trotting rock star, we aren’t ready to be a part of the church. In the grand scheme of things, most of us are going to be more of an Ampliatus (Rom. 16:8) or Phlegon (v. 14) than an apostle Paul. And maybe that’s why so many Christians are getting tired of the church. We haven’t learned how to be part of the crowd. We haven’t learned to be ordinary. Our jobs are often mundane. Our devotional times often seem like a waste. Church services are often forgettable. That’s life. We drive to the same places, go through the same routines with the kids, buy the same groceries at the store, and share a bed with the same person every night. Church is often the same too — same doctrines, same basic order of worship, same preacher, same people. But in all the smallness and sameness, God works — like the smallest seed in the garden growing to unbelievable heights, like beloved Tychicus, that faithful minister, delivering the mail and apostolic greetings (Eph. 6:21). Life is usually pretty ordinary, just like following Jesus most days. Daily discipleship is not a new revolution each morning or an agent of global transformation every evening; it’s a long obedience in the same direction.



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It's possible the church needs to change. Certainly in some areas it does. But it's also possible we've changed — and not for the better. It's possible we no longer find joy in so great a salvation. It's possible that our boredom has less to do with the church, its doctrines, or its poor leadership and more to do with our unwillingness to tolerate imperfection in others and our own coldness to the same old message about Christ's death and resurrection. It's possible we talk a lot about authentic community but we aren't willing to live in it.

The church is not an incidental part of God's plan. Jesus didn't invite people to join an anti-religion, anti-doctrine, anti-institutional bandwagon of love, harmony, and re-integration. He showed people how to live, to be sure. But He also called them to repent, called them to faith, called them out of the world, and called them into the church. The Lord "didn't add them to the church without saving them, and he didn't save them without adding them to the church" (John Stott).

"Love bears all things, believes all things, hopes all things, endures all things" (1 Cor. 13:7). If we truly love the church, we will bear with her in her failings, endure her struggles, believe her to be the beloved bride of Christ, and hope for her final glorification. The church is the hope of the world — not because she gets it all right, but because she is a body with Christ for her Head.

Don't give up on the church. The New Testament knows nothing of churchless Christianity. The invisible church is for invisible Christians. The visible church is for you and me. Put away the Che Guevara t-shirts, stop the revolution, and join the rest of the plodders. Fifty years from now you'll be glad you did."

This article was written by Kevin DeYoung and published in the May 2010 edition of *Tabletalk* magazine: <http://www.ligonier.org/learn/articles/glory-plodding/>. *Tabletalk* is a publication of Ligonier Ministries and R.C. Sproul. © *Tabletalk* magazine. Website: www.ligonier.org/tabletalk. Email: tabletalk@ligonier.org. Toll free: 1-800-435-4343.

If you're interested in interning with us because you think you'd be wasting your time to simply serve faithfully in your home church, please think again! If you don't think there are meaningful ways to serve where you are, please talk with one of your pastors or elders about ways you can serve in your church, serve the people of your church, and purposefully reach out with your church. In many cases, the opportunities will be "small", but that doesn't mean they don't glorify God or can't be used by Him in massive ways. There are many good reasons to consider interning with us, but feeling like serving in and with your local church isn't worthwhile is not one of them!

As we've already mentioned, much of what we will ask you to be involved in is very "ordinary" stuff. You may be on the other side of the world, immersed in very different cultures, but we'll be asking you to do a lot of "plodding" none the less. We hope this internship leaves you with a greater love for the local church and a greater appreciation of its centrality in the Christian life. We also hope God uses this time to further impress upon you the fact that a beautiful, God-glorifying life is a life faithful to a host of small, often "un-flashy" things God calls us to. To quote Gunner again, "We expend so much energy dreaming about doing great things and so little energy doing the small things that God calls great." May that not be true of us!

CRIME CONCERNS:



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Crime is a serious problem in South Africa, and we want you to be aware of it as you make a decision about pursuing an internship with us. Further, if you do pursue an internship with us, we want you to know how to be careful in South Africa.

The entire section below is made up of excerpts from the South Africa page of the Travel.State.Gov website (www.travel.state.gov/travel/):

"The vast majority of visitors complete their travels in South Africa without problems; however, visitors should be aware that criminal activity, often violent, is prevalent throughout the country. The government has in place a number of strong anti-crime initiatives, but violent crimes such as armed robbery, carjacking, mugging, "smash- and-grab" attacks on vehicles, and other incidents are still common and do affect visitors and resident U.S. citizens.

Crimes against property, such as carjacking, have often been accompanied by violent acts, including murder, when victims resist or are slow to respond to attackers' demands. South Africa also has the highest reported incidence of rape in the world. Foreigners are not specifically targeted, but several have been the victims of rape.

Should you be confronted by an armed individual - immediately comply, avoid making sudden movements, and do not offer any form of resistance. Any hesitation on your part could be perceived as a threat and may result in unnecessary violence. Criminals do not discriminate.

Car Thefts and Carjackings: Carjacking and thefts of property from cars remain serious problems. Doors should remain locked and windows rolled up at all times. Motorists are urged to hide bags, cell phones, and other valuables from view at all times and to be extremely cautious when approaching intersections. "Smash-and-grab" robberies are common throughout South Africa, particularly in urban areas, at traffic lights and on highway off- ramps. A criminal, sometimes posing as a vendor or beggar, will walk between lines of vehicles waiting at an intersection, surveying the contents for valuables. Once an item of value is identified, the perpetrator will quickly smash the window and grab the item off the seat before fleeing, often before the driver can determine what happened. In another scenario an individual (or two working in tandem) may indicate to a driver an apparent flat tire or other problem and wait for the driver to pull over or exit the car before grabbing exposed valuables. You should avoid carrying anything of value inside the car (e.g., briefcases, purses, cell phones, etc.) that could attract potential assailants.

There is a serious problem with theft from baggage at O.R. Tambo (Johannesburg) and Cape Town International airports. Travelers are encouraged to secure their luggage with Transportation Security Administration (TSA) approved locks, use an airport plastic wrapping service and avoid placing any items of value in checked luggage. Make an inventory of items in checked baggage to aid in claims processing if theft does occur."



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IF YOU COME: REQUIRED COMMITMENTS:

In your application we will ask you to agree to these commitments. This is required in order for you to intern with us.

A Commitment to Servant-heartedness

By applying for this internship you are signing up for service! Even if you LOVE babies, much of baby care is dirty (poop, spit-up, snot, etc.) and monotonous (lots of cleaning up, diaper changing, rocking babies, laundry, etc.) and it can get tedious, especially with multiple babies. Realize too that there will be times when most of your work in the Baby Home will be more cleaning related than baby-time related – it won't always be the work you'd prefer. We ask you to come committed to work hard, to have a good attitude about working hard, and to be proactive about looking for work to do. You will need to be servant-hearted.

A Commitment to be Flexible

We will need you to be flexible. This internship is intentionally structured in such a way that interns can be "deployed" into whatever area of service we need of you. Serving with Onthatile Children's Ministries in the baby home is the focus of your time and this is where you will serve the most, but as we've already mentioned in this information packet, there will be other ways we'll ask you to serve. Sometimes we'll ask you to serve quite a bit in other areas. When you apply to intern with us, you are applying to serve in whatever ways we need you!

Beyond that, you will need to remember that "This Is Africa!" That means lots of cultural differences, including the fact that punctuality is less of a factor here than it is in the States, things often take a lot longer here to get done, and things in general are less structured and planned. You will need to be (or get) comfortable with spontaneity, the unexpected, and "rolling with it!"

A Commitment to Living in A Way that Honors Christ:

Living a life that honors Christ is the foundation of ministry at Onthatile. The work we do can be difficult, monotonous, and draining. All of our actions, regardless of our circumstances should reflect a heart that joyfully submits to Christ and lives to honor Him. Finding joy in Christ, not circumstances, will be critical during your time with us. Living in a way that honors Christ encompasses all aspects of your life, from how you dress, to the movies you watch and songs you play, and even how you communicate and interact with others. We expect you to be committed to obeying Biblical commands and constantly learning and growing where there are short comings. We recognize that we are all sinners and grace is necessary, but we expect to see patterns of repentance and growth in your life. We expect that you live in a way that honors Christ and reflects your love for Him during your time here. It is also important to remember that we employ people and have visitors on our property who are not believers, this is an important part of our ministry. Your joyful obedience to Christ as you care for babies will be visible to others and can open opportunities to share the gospel.



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A Commitment to Biblical Conflict Resolution:

Because we're all sinners, we will very likely sin against each other (and quite possibly multiple times!) during the course of this internship. Please commit to handling biblically any conflict that may arise:

- If you have been sinned against, please approach the person, in private, and point out their sin to them in a clear and gracious manner. Don't bottle things in!
- Avoid gossip or "venting". **Talk only to those who are a part of the problem (as noted above) or those who are a part of the solution** (a select few whom you need counsel from). When talking to those who are "part of the solution", share only what information is necessary (it's often possible to get the counsel you need without mentioning names, and often without mentioning every detail). Check your heart and calm yourself if you are frustrated and worked up. Ask God for grace. Then proceed to carefully seek counsel in a careful and constructive way, being very careful not to "tar and feather" anyone.
- Commit to carefully considering any criticism that is brought to you. Remember that we are prideful and often blind to our own sin! It's wise to consider long and hard and prayerfully what others present to us, even if we're quite convinced it's not true at first. Realize that an accusation may be true in part even if it is not in its entirety – don't get stuck on what's inaccurate or overstated, but rather consider what may well be yours to "own."
- Confess and repent of any sin you are guilty of. Ask God forgiveness, ask forgiveness of those you sinned against, and purposefully turn away from continuing in the sin.
- Scripture exhorts us to resolve conflict quickly. "Do not let the sun go down on your anger".
- Bear with others and consider them more important than yourself. Certain things, while not wrong in and of themselves, can cause friction. Don't consider your "right" to your preferences to be more important than being considerate of others! A selfless (Christian!) approach to life will make many adjustments (even sacrifices) out of love for others.

A Commitment to Submit to Onthatile Leadership for the Duration of your Internship:

During the time you are serving as an intern you will be under the authority of Onthatile leadership. You must commit to submit to their authority. This includes guidelines directly related to your responsibilities (such as specifics about how we'd like certain things done in the Baby Home), but it also includes a few other rules related to your safety and well-being in general. The last thing we want to do is exasperate you by throwing piles and piles of extra-biblical rules into your lap! But there are a few rules we feel are essential to have in place:

- **Ministry-related:** There may be policies or approaches to ministry we have in place that don't make sense to you or you don't think are best. Remember though: we have been doing this longer, we know this country and its cultures, and we will continue serving in this ministry once you leave! We will need you to submit to our leadership in all aspects of ministry.
- **Travel-related:** Because crime is what it is in South Africa, one must be careful with travel. For your safety and our peace of mind, whenever you travel we ask that you let us know where you are going and when to expect you back. If you would like to go for a run or walk, generally we ask you to do so in groups, during the day, and in safer neighborhoods.



PART 2: SHOULD YOU INTERN WITH US?

- **Dress-related:** We expect interns to dress neatly and modestly at all times in a way that positively reflects Christ. If you have specific questions about clothing, please ask. If you think something is questionable, it would be better not to bring it.
- **Guest-related:** With advanced notice, you are more than welcome to have guests during the day (if you are not on shift) at our home. Remember, this is our home so please use discretion and wisdom when inviting people you do not know well. Girls may visit with you in your bedroom, but guys are not allowed in the intern flats. If there are open beds in the intern flats, you may have guests spend the night (ladies that is, not guys), but you will be charged R70 per guest per night to help cover extra utilities costs incurred. You may give guests a quick tour of the baby home, but they are not allowed to linger in the baby home unless they are approved volunteers. No one is allowed in any bedroom but their own without permission. For the protection of our team, single males are not allowed on Onthatile property without advance permission from Onthatile staff. Opposite genders are never allowed in each other's bedrooms unless maintenance work is being done or tours are being given. In these situations, advance notice will be given as is practical.
- **Dating-related:** Because you are only here for a short season, you don't know the culture, and you are here to be focused on ministry, it's unlikely that dating while you're here would be wise. However, we've seen wonderful marriages come about from short-term mission trips, and are not necessarily opposed to it, depending on the details of the individual situation. The bottom line: You may only date with the approval of Onthatile leadership, and if we do approve you dating while you are here, it will only be allowed within certain guidelines.
- **Drug-related:** While you are serving with Onthatile, we expect you to abstain from the use of any drugs (legal or illegal), including (but not limited to) the consumption alcohol or use of tobacco products. This is an expectation applies for the duration of your time with us, whether or not you are on our property and regardless of your age.
- **Miscellaneous:** As stated above, our goal is not to burden you with rules. That said, if we strongly believe something is essential for your good or the good of the ministry here, we will insist on it.

We take these commitments very seriously and expect you to do the same. As missionaries and as foreigners, we are watched and observed at all times. If you are not able to agree to upholding these commitments, please do not apply to intern with us. You may just be coming for a short time, but Lord willing, many of our staff members will be living and serving in South Africa long term and these rules are in place to help us honor Christ and protect the ministry God has given us.