



Application for New Staff 2010

Application Checklist

Please be sure to include the following items:

- Completed Staff Application.
- Names and Contact Information for Three References.
- A Criminal Record Check (this can be completed at any RCMP office), no more than six months old.
- Alberta citizens over the age of 18 must also provide a Child Welfare Check, obtained through Alberta Children and Youth Services. (See http://www.child.alberta.ca/home/local_offices.cfm to find an office near you.)
- Photocopy of up-to-date First Aid Certificate – or proof that you'll have an up-to-date First Aid Certificate by the time you arrive for work! **Very important!** You are responsible for the cost of your First Aid Certification. Camp Evergreen **will not pay** for your First Aid course. Nonetheless, up-to-date certification is **mandatory** for all Cabin Leaders.
- A recent photo of yourself.
- An up-to-date personal resume.

Things to remember:

- **We cannot process your application until all of the items above have been received.**
- Ask your three references to fill out and submit a Reference Form (attached). Give them each a stamped envelope, addressed to Camp Evergreen. It is your responsibility to ensure that all references are submitted promptly.
- You must read Camp Evergreen's Statement of Faith and Community Covenant and sign your agreement to them at the end of this Staff Application package.

Our Vision

Camp Evergreen is a place of faith, fun, and fellowship.
"We will tell the next generation the praiseworthy deeds of the Lord."
- Psalm 78:4 -

To find out more about Evergreen's story, please visit our website at www.camp-evergreen.com.

Our Contact Information

Please submit your complete application, or any questions, to Camp Evergreen.

Camp Evergreen

Box 492

Sundre, AB TOM 1X0

Phone: 403-638-4230

Fax: 403-638-4234

Email: program@camp-evergreen.com

Leadership Core (May 1, 2010 to August 28, 2010) Application Deadline: March 15, 2010
Summer Impact Team (July 1, 2010 to August 28, 2010) Application Deadline: May 15, 2010

Dear Applicant,

Summer 2010 is fast approaching. Here on site, we're ready for you! We're praying that God will be preparing your hearts, minds and bodies to pour His love and hope into the lives of our campers this summer. We're praying that He's preparing you to be stretched and challenged and to become always-more-accurate reflections of Him in every aspect of your lives. We will have the privilege and the responsibility of caring for, sharing with and leading more than seven hundred kids and teens this summer - and we're looking forward to doing that with *you* as a member of our team.

Camp Evergreen is driven by the desire to "tell the next generation the praiseworthy deeds of the LORD, his power, and the wonders that he has done" (Psalm 78:4) and we hope that desire – to share how amazing God is! – is what is calling you to Evergreen for 2010.

Here's how our hiring process is going to go:

- First.* **You'll fill in this application** and return it to the camp – in person, by snail mail or by faxing it in. (I strongly recommend that you keep a copy of your application on file for yourself – Canada Post and my overflowing desk have both been known to fail us.)
- First and 1/2.* **Make sure you read our Confession of Faith and Community Covenant.** Both are at the back of this package, and you can find them on our website (www.camp-evergreen.com), on the employment page.
- Second.* **We'll review your application.** We'll email, facebook or call you about your application. We might arrange to get together for coffee with you, for a face-to-face interview. If your application is successful ...
- Third.* **We'll send you a hiring package.** The hiring package will include your contract and forms to fill in with your health information, banking information and SIN number. You'll also be asked to set three goals for yourself for the (spring and) summer. The hiring package also includes the Code of Conduct and Safe Place Policy, so you can begin familiarizing yourself with them (you'll have to sign your willingness to abide by them during Staff Training).
- Fourth.* **You'll fill out the required pages in the hiring package** – we need to have your health information, goals, signed contract and banking information BEFORE YOU GET HERE.
- Fifth.* When you arrive, please **bring your Code of Conduct** and your **Safe Place Policy** because I don't want to print out hundreds of copies.
- And finally.* **Be prepared** for the fact that while we will hire most of you to primary roles (e.g., cabin leader, kitchen staff, custodial staff, barn staff, etc.), **we expect you to work where you're needed** – and to do so with a great attitude and a recognition that every role on the staff team is important, valuable and worthwhile.

This (spring and) summer, we're going to strive to be a community that is driven by love (1 John 4:7-21) and defined by grace (Ephesians 2:8-9), as we enable our campers, guests and staff to live to their fullest capacity (John 10:10), to the glory of God (Colossians 3:17, 1 Corinthians 10:31), whether at camp, at home, at school or at work. We strive to a single standard: **Love Jesus and Lift Him Up by...**

Respecting Yourself :: By caring for yourself

1 Corinthians 6:18-20, Romans 12:1-2, Philippians 4:4-8.

Respecting Others :: By being compassionate toward them

Romans 12:9-21, Romans 14:13-18, Philippians 2:1-8, 1 Thessalonians 5:13-18.

Respecting Camp Evergreen :: By committing to carrying out Camp Evergreen's purpose

Colossians 3:23-24, Psalm 78:4.

After you've read this application thoroughly, please let me or Courtney Armstrong (Program Director) know if you have questions ... and let us know that you're planning to apply. Information about remuneration, We'd love to talk with you about what position you're planning to apply for and to hear about how this last year has been for you!

Kerry Precht
Executive Director

Application for New Staff 2010

Please be open and honest in completing each section of this application. You will be contacted about an interview once we have received your entire application (see checklist). **Your application will be kept confidential by the camp directors.**

Please print, using a pen with blue or black ink.

Personal Information

Name: _____ Birth Date: _____

Gender: M F Status: Single Married Other: _____

Email: _____ Cell Phone: _____

Best time to reach you is: _____ Home Phone: _____

Permanent Address

Current Address

Street: _____

City: _____

Postal Code: _____

Dates available at this address: _____

Have you ever been convicted of a criminal offense? Yes No

Have you ever been investigated by the Police, Social Services or Child Welfare? Yes No

Have you ever been involved in, accused of, or convicted of sexual, emotional, or physical abuse? Yes No

If you have answered "yes" to any of these questions, please explain the circumstances on a separate piece of paper.

I am applying for: Spring Summer Spring + Summer
I would like to volunteer my summer without pay: Yes No
I am interested in a year round position: Yes No

Church Information

Church Attendance: Regular Occasional Seldom

Are you a member of a church? Yes No

Church Name: _____ City: _____

Head Pastor: _____ Phone: _____

Youth or Other Pastor: _____ Phone: _____

Education Information

Are you in school now? Yes No

Circle the grade or year that you will have completed by June 2010:
10 11 12 1 2 3 4 5
High School College/University

High School / City: _____

College or University: _____

Degree (Major/Minor): _____

Employment Information

Employer's Name and Address	Phone Number	Dates Employed (from/to)	Position/Responsibility

References

Please list three adults (18+ years of age) who are familiar with your character and qualifications. Give them one of the reference forms at the end of this application for them to complete and mail directly to us. Your signature at the end of this application is your authorization of release of information by them.

- 1. One should be a parent or guardian;
- 2. Another should be a Pastor, a spiritual mentor or an adult Christian worker; and
- 3. Your third reference should be a current or former employer (for a paid or volunteer position).

Name	Position	Address	Phone Number
1			
2			
3			

What Position Are You Applying For?

All available positions are detailed on our website, www.camp-evergreen.com. Comprehensive job descriptions are available upon request from the Program Director. You may indicate a first, second and third choice. (No one is guaranteed the position they apply for.)

1 _____

2 _____

3 _____

All About Camp

1. Have you ever been a camper? (Specify where and when, and tell us a little about the experience.)

2. If you have worked at other camps, please ensure that information (where, doing what, and for how long) is accurately reflected on your resume.

3. List any friends or relatives currently working, or who have previously worked, here at Evergreen.

4. Working at camp requires regular physical activity and the ability to deal with stressful situations that naturally occur when living in close quarters with others. In some cases (e.g., out-trips or wide games) you may be several hours away from medical attention. Are you able to work under such conditions? Yes No

5. Do you have any physical limitations, health problems or disabilities that may affect how you fulfill your duties, if hired at Camp Evergreen? Yes No

6. If applicable, what kind of special considerations might we need to make? (E.g., no heavy lifting.)

7. Why would you like to be on staff at Camp Evergreen? As a member of our team, what do you feel your strengths will be and what will you, uniquely, bring to the job?

All About Your Spiritual Life and Beliefs

1. Please respond to the following questions on a separate piece of paper:

- In your own words, who is God? Who is Jesus? Who is the Holy Spirit?
- Describe your relationships with God and Jesus, and how those relationships are growing?
- How do the people you meet know that you follow Jesus and what do you think people believe about Jesus as a result of knowing you? Why?
- Social networking is a big part of everyone's lives these days. If we were to look at your Facebook, Twitter, blog or MySpace accounts, what would it tell us about your walk with Jesus? How is your faith reflected when you're online?
- How would you explain salvation to a camper?
- Tell us about your relationship with Christian community – what kind of relationship do you have with your church? Do you have accountability, discipleship or mentoring relationships? Are you involved in ministry?

2. What is the Bible? We'll agree that it's important ... but why?

3. What is (are) your spiritual gift(s)? What leads you to that conclusion?

4. Please explain your beliefs regarding Jesus Christ and the following:

His Birth

His Death

His Resurrection

Heaven and Hell

5. What is your opinion concerning the following issues:

Use of tobacco, drugs, alcoholic beverages

Premarital Sex

Homosexuality

Sanctity of Life (e.g., abortion, euthanasia, etc.)

All About You

1. Head back to the separate piece of paper the “ All About Your Spiritual Life and Beliefs” section to respond to the following questions:

- Tell us some of your long term goals and how you are working toward them.
- How do you resolve conflict? Give an example of conflict you have experienced with someone that you feel was resolved well and an example of where it was resolved poorly.
- Which area are you looking most forward to serving in here at Camp Evergreen? Which area do you imagine would be the most difficult area to serve in? Why?

2. Your favourites include:

3. Your dislikes include:

4. Your passions include:

5. What types of leadership positions and responsibilities have you had?

6. What certificates, accreditation and courses do you have that would benefit you in a job at Camp Evergreen? (E.g., climbing, canoeing, archery, horses, food safety, coaching, etc. Please include copies of certificates you have earned.)

Camp-Specific Skills & Interests

Below, place a "1" beside the activities you are qualified to lead, organize, and teach. Place a "2" beside those you can assist in. Place a "✓" next to those you are interested in learning to teach or assist with. Not all positions at camp will require all of these skills, so don't worry if not all apply to you. You may not always be involved in indicated areas either, but due to scheduling, you can expect to be involved in a variety of skill areas.

The Great Outdoors

- Canoeing
- Archery
- Wall Climbing
- Survival Skills
- Challenge Course
- Mountain Biking
- Horsemanship
- Nature Study
- Orienteering

Arts & Crafts

- Hemp Jewelry
- Ring Making
- Model Rocketry
- Model Cars/Trucks
- Crafts for 6-8 yr. olds
- Crafts for 8-12 yr. olds
- Crafts for 13-18 yr. olds
- Wood Working

Extras

- Team Building
- Basketball
- Soccer
- Sports
- Engineering (Building)
- Wide Games
- Drama (silly skits)
- Drama (ministry skits)
- Night Games/Programming

Special Interests

- Worship Leading
- Special Music
- Audio/Visual
- Can play an instrument:

- I have a special talent:

Camp Evergreen's Remuneration Policy

- The camp is conditionally prepared to give an honourarium to staff. The Executive Director reserves the right to make adjustments and final decisions regarding all remuneration.
- The honourarium amount may depend on the individual's camp experience and/or his or her unique needs.
- Staff must have completed high school in order to be selected for an honourarium.
- Staff are not paid for Leadership Core Training or Summer Impact Training weeks.
- The honourarium scale may be as follows:

1 st year of service:	\$135/week	3 rd year of service:	\$185/week
2 nd year of service:	\$150/week	4 th year of service:	\$200/week

Entrust Program

Our Entrust Program is in place so spring and summer (“seasonal”) staff are equipped in raising additional financial support while they work at camp. Each of Camp Evergreen's seasonal staff are required to participate in Entrust to maintain fairness among staff members and compliance with the Code of Ethics of the Canadian Council of Christian Charities and the regulations of the Tax Court of Canada. All payments are subject to tax deductions. Staff may formally opt out of participation in the Entrust Program. Further details and materials will be made available to staff once they have been hired (but you can talk to Courtney, the Program Director, if you have questions now).

Agreement & Commitment to the Ministry of Camp Evergreen

1. I confirm that, to the best of my knowledge and ability, all information given on and with this application is true and accurate.
2. I give Camp Evergreen permission to obtain information regarding my ministry experience, work ethic, maturity, personality and character from the references I have provided. I voluntarily waive my right of access to any information given by my references. I understand that this information will be held in strict confidence by Camp Evergreen and that it will not be released to anyone else without my permission, except when such disclosure is required by law.
3. I understand my Criminal Record Check and First Aid Certification must be acquired at my own cost. I understand that I am responsible to make arrangements to participate in all staff training weekends/weeks and that Camp Evergreen reserves the right to rescind its offer of employment or terminate my employment if I am unable to provide a clean Criminal Record Check, up-to-date First Aid Certification or if I am unable to attend the required staff training events.
4. I have read, understood, am in agreement and will live in accordance with Camp Evergreen's Statement of Faith and Community Covenant. I covenant, together with the Camp Evergreen community, to live intentionally – loving Jesus and lifting Him up by showing care, compassion, and commitment toward myself, others, and the camp's ministry.
5. I understand that I will be required to sign a Code of Conduct if I am hired by Camp Evergreen and that if I am unwilling to sign said document, Camp Evergreen will rescind its offer of employment or terminate my employment.
6. Upon acceptance as a staff member of Camp Evergreen, I will:
 - (a) pursue spiritual growth to depths that genuinely display a life changed by Jesus Christ, and I will commit to loving God with all my heart, soul, mind, and strength;
 - (b) seek to intentionally disciple campers for the sake of God's Kingdom;
 - (c) be a good example and a strong Christian role model for campers and staff;
 - (d) take personal responsibility for developing and maintaining a healthy, Christ-focused community at Camp Evergreen;
 - (e) go above and beyond the call of duty, ensuring that I am fully present and engaged, joyfully giving 100% of myself;
 - (f) at all times be conscientious of camp safety, including the physical, emotional, and spiritual safety of campers, myself and other staff; and
 - (g) welcome instruction and constructive criticism, seeking to benefit from it.

Signature

Date

Signature of Parent/Guardian (if applicant is under 18)

Date



Reference Form

Applicant Information

Fill in the information below and give a copy of this form to each of your references. Remember provide each reference with a stamped envelope that is addressed to: **Camp Evergreen: Summer Staff, Box 492, Sundre AB, T0M 1X0.**

Applicant's Name: _____

Phone: _____ **Position Applying For:** _____

Reference Information

Camp Evergreen is a place where kids and youth come to have fun, make friends and meet God; our staff work and play alongside our campers. Being on the Camp Evergreen staff team is not an easy task: it's often physically, spiritually and emotionally demanding. We require that each staff member commit to daily pursuing a deeper relationship with Jesus Christ, as well as expressing love, leadership, responsibility and an attitude of servanthood. Please answer the following questions to the best of your knowledge, fully and honestly and either mail this form to the address above or fax it to the camp at **403-638-4234.**

Reference's Name: _____

Occupation: _____

Address: _____

City, Province: _____ **Postal Code:** _____

Email Address: _____ **Phone:** _____

Reference Questions

1. How long have you known the applicant? _____

2. In what capacity/relationship? _____

3. How well do you know the applicant? _____

4. Have you seen _____ work or volunteer in a role similar to the one s/he is applying for? If so, what are his/her strengths? Weaknesses? Please comment on how the applicant has managed her/his responsibilities in these roles.

5. What ministry(ies) or types of work would you hope to see _____ involved with in the future?

6. What can you tell me about this person's spiritual life, including coming to faith and evidence of spiritual growth?

7. Working at camp requires a person to be mature, honest, dependable and emotionally stable. Please comment, if you can, on how much or little the individual exhibits the following traits and provide an example of this behaviour?

Trait	Has	Has Not	Example
Honesty			
Reliability			
Respect for others			
Respect for authority			
Emotional maturity			
Confidentiality			

8. How would you feel about having _____ work on a one-on-one basis with your child?

9. How willing is the applicant about sharing her/his faith with peers? Would this person be willing and able to write and/or share devotionals and their testimony in front of a group of campers?

10. How do you think this person would react when confronted with:
Conflict with another staff member?

Living in close quarters with either a group or an individual?

An aggressive camper or guest who is either bullying another camper or the applicant?

11. Is there anything you feel we should be aware of in accepting this person into a position at Camp Evergreen or are you aware of any characteristics of this applicant that would raise questions about [her/his] ability to work well in this setting?

12. To the best of your knowledge, has this person ever been convicted of any criminal offence for which a pardon has not been granted or has he/she been subject to disciplinary action for sexual misconduct?



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Confession of Faith

Camp Evergreen takes its Confession of Faith from the Canadian Conference of Mennonite Brethren Churches. Following is a “digest” version of the Confession; it can be found in full version on the Canadian Conference's website at http://www.mbconf.ca/home/products_and_services/resources/theology/confession_of_faith/. If you have questions, please let us know! You can email us (director@camp-evergreen.com) or call us (403-638-4230).

God | We believe in One God, eternally existing in three persons; Father, Son, and Holy Spirit. We believe in God the Father, the Creator and Sustainer of this universe, who in His infinite wisdom and love planned the redemption of mankind and accomplished it through Jesus. We believe in Jesus Christ, true God and true man, who was born of the Virgin Mary, lived a perfect life, was crucified for our sins, rose from the dead and was exalted to the right hand of God. We believe in the Holy Spirit who affects redemption in the lives of those who believe in Christ. He convicts, guides, teaches, rebukes, indwells, empowers, comforts, intercedes, unites believers into one body, and glorifies Christ.

The Revelation of God | We believe that God has made His power and deity known in creation. He revealed Himself also in word and deed in the Old Testament. He revealed Himself supremely and finally in the Lord Jesus Christ, as recorded in the New Testament. We believe that all Scripture is inspired by God as men of God were moved by the Holy Spirit. We accept the entire Bible as the infallible Word of God and as the authoritative guide for the faith and life of Christian discipleship.

Man and Sin | We believe that man was created in the image of God, sinless and in fellowship with God, with a free will to make moral choices. By sinning man brought death upon the whole human race. As a consequence all people are sinful by nature, guilty before God and in need of forgiveness and restoration.

The Christian Life | We believe that the Holy Spirit indwells every believer and transforms him into the image of Christ and enables him to witness for his Lord in daily life. The Christian lives in fellowship with God and other believers and joins a local church in baptism. The believer contributes to the building of the body of Christ with his material and spiritual gifts. By the means of grace provided Christ, the believer seeks to grow to maturity, as this is expressed particularly in the “fruit of the Spirit”. Since his body is a “temple of the Holy Spirit” he refrains from those things which harm the body and the mind. In his striving for perfection the believer recognizes his complete dependence on God and that he is constantly in need of His forgiving and cleansing grace.

The Church of Christ | We believe that the church was established through Christ’s redemptive work in history, and that it is comprised of all who put their faith in Him, and who are baptized by the Spirit into one body, regardless of nation, race or social class. Despite the diversity in congregations and denominations, the Holy Spirit creates unity among all the people of God. The local church is an association of baptized believers. Mennonite Brethren churches, whose policy is in agreement with this constitution of the General Conference of Mennonite Brethren Churches, work together in a spirit of interdependence, love and submission one to another under the Lordship of Christ. Believers manifest loving concern for each and submit to brotherly admonition and discipline. Those who fail or refuse to be corrected are excluded from the fellowship of the church; those who repent are forgiven and restored.

Mission of the Church | We believe that the Gospel is “the power of God unto salvation” and that the command to make disciples of all nations is the primary mission of the church. Every member of the church is called to participate in the mission of the church as he/she is enabled by God’s grace.

The Christian Ministries | We believe that God through the Holy Spirit has endowed all His children with gifts for Christian ministries. Some members of the church, however, are called to lead, to preach, to teach, to evangelize, to nurture; others to perform decanal ministries. The church commissions or ordains people for such ministries and loves, respects and supports those who serve faithfully. Those in leadership are to live exemplary Christian lives.

Christian Baptism | We believe that Christians should be baptized in water upon confession of their faith in Jesus Christ. The Mennonite Brethren Church practices baptism by immersion, although it receives into fellowship those who have been baptized on confession of their faith by another mode. By baptism a believer enters in to the fellowship of the local church and commits him/herself to a life of discipleship and service.

The Lord's Supper | Believers who have been baptized observe the Lord's Supper. In preparation every believer is to examine him/herself so as to partake in a worthy manner. Those who are at peace with God and their fellow man are invited to the Lord's Table.

Marriage and the Christian Home | We believe that God instituted marriage. Believers who marry should have a common Christian commitment; a believer should not marry an unbeliever. We believe that divorce is not God's intention for marriage, however human sinfulness may lead to divorce. Christian parents should nurture their children through exemplary living, prayer, worship, instruction in God's word and godly discipline.

The Lord's Day and Work | We believe that God has called us to work and that work is honourable. However, the Christian also need to have time for worship, instruction in faith and fellowship. Therefore, following the example of the New Testament Church, Mennonite Brethren gather on the Lord's day for spiritual up-building and limit their labours on the day to work of necessity and deeds of mercy.

Christian Integrity | Christians are obligated to speak the truth at all times. As a witness to our integrity, we refuse the making of oaths, in keeping with what Jesus taught in the Sermon on the Mount. Also we avoid holding memberships in lodges and secret societies, but rather seek to foster fellowship among believers, God, and witness against corruption and injustice in society.

The State | We believe that God has instituted the state. Our chief concern and primary allegiance however, is to Christ's kingdom. We pray for our government, respect those in authority, pay taxes, obey all laws not in conflict with the word of God. And witness against corruption and injustice in society.

Love and Non-Resistance | We believe that Christians should live by the law of love and practice forgiveness of enemies as taught and exemplified by Jesus. We hold that it is not God's will that Christians take up arms in military service in time of war, and seek to alleviate suffering and bear witness to the love of Christ.

Christ's Final Triumph | We believe that God will some day bring His purposes to a final consummation. When Christ returns, the dead in Christ will be raised and together with the living believers they will be transformed and they shall forever be with the Lord. In the end all evil powers will be defeated and whereas the ungodly shall suffer eternal punishment, the saints enjoy eternal bliss in the presence of God.



Community Covenant

Camp Evergreen's Community Covenant is our agreement to live, work and play together in ways that honour God and reflect that we are in relationship with Jesus. We strive to be high quality and Christ-like leaders. We support each other as we uphold a standard of conduct becoming of Christ-followers, Jesus-lovers and missionaries of the gospel (because that's who we are!). We submit to the authority placed over us – in this case, Camp Evergreen's Management Team, Executive Director and Board of Directors (2 Thessalonians 5:12-13; 1 Peter 2:13-17).

The Community Covenant lays the Scriptural foundation for our behaviour – a Scriptural foundation is necessary, because we believe that God's Word is the final authority. More specific guidelines regarding community practices and acceptable and unacceptable behaviour are set out in Camp Evergreen's Code of Conduct and Safe Place Policy.

"The fear of the Lord is the beginning of knowledge." (Proverbs 1:7)

"Hallelujah! For our Lord God Almighty reigns. Let us rejoice and be glad and give Him glory! For the wedding of the Lamb has come, and His bride has made herself ready." (Revelation 19:6-7)

We strive to a single standard:
Love Jesus and Lift Him Up by...

Caring for Yourself
Being Compassionate toward Others
Committing to Carrying out the Purpose of Camp Evergreen

RESPECT YOURSELF (CARING FOR YOURSELF)

(Respecting ourselves has to do with what we consume on TV and through gaming; our thought life; avoiding pornography, self-harm, and other self-destructive behaviours, including smoking, alcohol consumption and the use of illegal drugs; our approach to diet, exercise, practicing Sabbath, habits, sex & sexuality, self-image; and more.)

"Do you not know that your body is a temple of the Holy Spirit, who is in you, whom you have received from God? You are not your own; you were bought at a price. Therefore honour God with your body." (1 Corinthians 6:18-20)

"Therefore, I urge you brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God – this is your spiritual act of worship. Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind..." (Romans 12:1-2)

See also Philippians 4:4-8.

Community Covenant, Cont.

RESPECT OTHERS (BEING COMPASSIONATE TOWARD OTHERS)

(Respecting others addresses our relationships and how we treat one another; exclusive friendships; how we respond to those in leadership over us; how we deal with conflict; how and when we use Facebook, cell phones, MP3 players, music in public areas, laptops; respecting curfew; and more.)

“Love must be sincere. Hate what is evil; cling to what is good. Be devoted to one another in brotherly love. Honour one another above yourselves. Never be lacking in zeal, but keep your spiritual fervour, serving the Lord. Be joyful in hope, patient in affliction, faithful in prayer. Share with God’s people who are in need. Practice hospitality. Bless those who persecute you; bless and do not curse. Rejoice with those who rejoice; mourn with those who mourn. Live in harmony with one another. Do not be proud, but be willing to associate with people of low position. Do not be conceited. Do not repay anyone evil for evil. Be careful to do what is right in the eyes of everybody. If it is possible, as far as it depends on you, live at peace with everyone. Do not take revenge, my friends...” (Romans 12:9-21)

See also Romans 14:13-18, Philippians 2:1-8 and 1 Thessalonians 5:13-18.

RESPECT CAMP EVERGREEN (COMMITTING TO CARRYING OUT CAMP EVERGREEN'S PURPOSE)

(Respecting Camp Evergreen addresses issues regarding the mission and ministry of Camp Evergreen, work ethic, the treatment of camp property and program equipment, safety standards and more.)

“Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.” (Colossians 3:23-24)

“We will tell the next generation the praiseworthy deeds of the Lord, his power, and the wonders he has done.” (Psalm 78:4)

Conclusion

When any member of the community steps out of bounds, the rest of us rally around to gently and humbly help the individual rejoin the community. If a specific behaviour becomes an issue, the individual(s) will be invited to join a member of the Program or Management Team to discuss the behaviour and its relationship to the Community Covenant and/or Code of Conduct (Matthew 18:15-20).

We believe that opportunities to grow come out of our struggles and shortcomings. Where there is acknowledgement of and repentance from sin or failure, every effort will be taken to be gracious. Appropriate accountability and consequences will be provided as necessary. Illegal behaviours and behaviours which endanger the spiritual, mental, emotional, or physical well-being of the individual or others are cause for immediate dismissal.