



Application for Returning 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.
If you submitted a CRC in 2009, you do not need to submit one in 2010. Returning staff are required to provide an up-to-date CRC every other year.
- Alberta citizens over 18 years of age must provide a Child Welfare Check from Alberta Children and Youth Services.
If you submitted a Child Welfare Check in 2009, you do not need to submit one in 2010. Returning staff are required to provide an up-to-date Child Welfare Check every other year.
- Photocopy of your 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 on the hook for the cost of your own First Aid Certification. Camp Evergreen will not pay for your First Aid course. Nonetheless, up-to-date certification is **mandatory** for all Cabin Leaders.*
- An up-to-date personal resume.

Things to remember:

- We cannot process your application until **all** of the items above have been received.
- You must read Camp Evergreen's Confession of Faith and Community Covenant (online at www.camp-evergreen.com) 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
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,

You already know that camp is *more* than a (spring and) summer job. It's a way of life. And we're glad that you want to come back! We're 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 back to Evergreen for 2010.

We've adjusted our hiring process a bit this year. This is how it's 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. You don't have to answer the theology questions you did last year – although please let us know if things have changed! (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.* **You'll re-read our Confession of Faith and Community Covenant.** You can find them on the Camp Evergreen website (www.camp-evergreen.com), on the employment page. I know. I'm giving you lots of homework.
- 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. If we decide to accept you as staff for Summer 2010 ...
- Third.* **We'll send you a hiring package.** The hiring package will include your contract, and forms to fill in with your health information, your banking information and your SIN number. You'll also be asked to set three goals for yourself for the (spring and) summer. The hiring package will also include the Code of Conduct and the Safe Place Policy, so you can begin re-familiarizing yourself with them.
- 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.

We have high expectations of you, as returning staff. You should already know our standards and that we expect you to live up to them. We expect you live in pursuit of Jesus and we expect that your love for him will be evident, as you respect yourself, respect others and respect the camp. We expect you to be leaders among your peers and to aim to be above reproach. But don't worry ... we'll work on all that, together. That's what being a community means!

We want 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.

Let me or Courtney know if you have questions ... and let us know that you're planning to apply. 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 Returning 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

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

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

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

All About You, Your Spiritual Life and Beliefs

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

1. Describe how your relationship with God and/or Jesus has grown or changed over the course of the last year.
2. 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?
3. 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?
4. Tell us some of your long term goals and how you are working toward them.
5. Think about who you are when you're at camp and who you are at home, school or work. (Are you patient? Do you have a potty mouth? Do you help folks out? Do you have a good attitude when you have to do "hard" things?) What's consistent about your character, what isn't consistent and why?
6. 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?
7. Why are you hoping to participate in ministry at Camp Evergreen again this year? Based on your experiences in previous years, where do you most look forward to serving, where will you find it most challenging to serve, and why?

Camp-Specific Skills & Interests (Remind us of what you love ... and what you'd love to learn)

Remind us of any certificates, accreditation or courses you have that would be beneficial here. (E.g., climbing, canoeing, archery, horses, food safety, coaching, etc. Please include copies of certificates you have earned.)

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 | Arts & Crafts | Extras | Special Interests |
|---|--|--|--|
| <input type="checkbox"/> Canoeing | <input type="checkbox"/> Hemp Jewelry | <input type="checkbox"/> Team Building | <input type="checkbox"/> Worship Leading |
| <input type="checkbox"/> Archery | <input type="checkbox"/> Ring Making | <input type="checkbox"/> Basketball | <input type="checkbox"/> Special Music |
| <input type="checkbox"/> Wall Climbing | <input type="checkbox"/> Model Rocketry | <input type="checkbox"/> Soccer | <input type="checkbox"/> Audio/Visual |
| <input type="checkbox"/> Survival Skills | <input type="checkbox"/> Model Cars/Trucks | <input type="checkbox"/> Sports | <input type="checkbox"/> Can play an instrument: _____ |
| <input type="checkbox"/> Challenge Course | <input type="checkbox"/> Crafts for 6-8 yr. olds | <input type="checkbox"/> Engineering (Building) | <input type="checkbox"/> I have a special talent: _____ |
| <input type="checkbox"/> Mountain Biking | <input type="checkbox"/> Crafts for 8-12 yr. olds | <input type="checkbox"/> Wide Games | |
| <input type="checkbox"/> Horsemanship | <input type="checkbox"/> Crafts for 13-18 yr. olds | <input type="checkbox"/> Drama (silly skits) | |
| <input type="checkbox"/> Nature Study | <input type="checkbox"/> Wood Working | <input type="checkbox"/> Drama (ministry skits) | |
| <input type="checkbox"/> Orienteering | | <input type="checkbox"/> Night Games/Programming | |

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