



# Application for New Staff 2012

## Application Checklist

Please be sure to include the following items:

- Completed staff application.
- Names and contact information for three references (the same three you're giving the attached reference forms to).
- A Criminal Record Check (this can be completed at any RCMP office), no more than three 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](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.*
- 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 Confession of Faith because it's critical that you're in general agreement with it.

## Our Mission

Camp Evergreen exists to share the good news of Jesus Christ and to grow kids and youth – spiritually, mentally, socially, physically, wholly – cultivating confidence, facilitating courage, and equipping leaders among our campers, guests and staff, all while having fun and using God's creation as a key tool!

“...we will tell the next generation  
the praiseworthy deeds of the LORD,  
his power, and the wonders he has done.”  
Psalm 78:4

To find out more about Evergreen's story, please visit our website at [www.camp-evergreen.com](http://www.camp-evergreen.com).

## Our Contact Information

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

Camp Evergreen  
Box 492  
Sundre, AB      T0M 1X0

Phone: 403-638-4230  
Fax: 403-638-4234  
Email: [director@camp-evergreen.com](mailto:director@camp-evergreen.com)

**Four Months of Fun Crew (April 29, 2012 to August 25, 2012) Application Deadline: March 15, 2012**  
**Summer Knock Your Socks Off Team (June 28, 2012 to August 25, 2012) Application Deadline: May 15, 2012**

Dear Applicant,

Summer 2012 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 increasingly 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 2012.

Here's how our hiring process goes:

- 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.) **Please also add me and Courtney Armstrong on Facebook.**
- First and 1/2.* **Read our Confession of Faith.** It's in this package and on our website ([www.camp-evergreen.com](http://www.camp-evergreen.com)).
- Second.* **We'll review your application**, then email, facebook or call you. 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. It also includes the Code of Conduct and Safe Place Policy, so you can become familiar with them: you'll have to sign your willingness to abide by them during Staff Training.
- Fourth.* **You'll complete the hiring package** – we need your health information, signed contract and banking information before you get here.
- 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 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). We strive to **love Jesus and to 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. We look forward to meeting you!

Kerry Precht  
Executive Director

# Application for New Staff 2012

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 Camp Evergreen.**

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 offence?  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

## What Weeks Are You Applying to Work During?

Spring applicants, please inform us now of your day off requests:

Summer applicants (and Spring + Summer applicants), please mark of the weeks you are applying to be at camp:

Leadership Week	June 28-July 6	Participation is Mandatory.	Week 4	July 29-August 3	<input type="checkbox"/>
Week 1	July 8-13	<input type="checkbox"/>	Week 5	August 7-10	<input type="checkbox"/>
Week 2	July 15-20	<input type="checkbox"/>	Week 6	August 12-17	<input type="checkbox"/>
Week 3	July 22-27	<input type="checkbox"/>	Week 7	August 19-24	<input type="checkbox"/>

## 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 2012:

10 11 12

High School

1 2 3 4 5

College/University

*If applicable,*

College or University: \_\_\_\_\_

Degree (Major/Minor): \_\_\_\_\_

**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	Relationship to You	Phone Number
1		
2		
3		

**What Position Are You Applying For?**

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

1 \_\_\_\_\_

2 \_\_\_\_\_

**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) 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.)

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### All About Your Spiritual Life and Beliefs

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

1. Describe your relationships with God and Jesus, and how those relationships are growing.
2. What do you think people believe about Jesus as a result of knowing you? Why?
3. How would you explain salvation to a camper?
4. Tell us about your relationship with Christian community – do you have accountability, discipleship or mentoring relationships? Are you involved in ministry?
5. What is the Bible? We'll agree that it's important ... but why?
6. What is (are) your spiritual gift(s)? What leads you to that conclusion?

### All About You

Still using that separate piece of paper from above, please respond to the following questions:

1. Tell us some of your long term goals and how you are working toward them.
2. 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.
3. 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?

### 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 / Pond Study
- \_\_\_ Orienteering

#### Arts & Crafts

- \_\_\_ Hemp Jewelry
- \_\_\_ Ring Making
- \_\_\_ Model Rocketry
- \_\_\_ Model Cars/Trucks
- \_\_\_ Crafts
- \_\_\_ Wood Working

#### The Other Fun

- \_\_\_ Team Building
- \_\_\_ Jug 'n Jog
- \_\_\_ Basketball
- \_\_\_ Soccer
- \_\_\_ Sports
- \_\_\_ Engineering (Building)
- \_\_\_ Wide Games
- \_\_\_ Drama
- \_\_\_ Night Games/Programming

#### Special Interests

- \_\_\_ Worship Leading
- \_\_\_ Worship Team Member
- \_\_\_ Special Music
- \_\_\_ Audio/Visual
- \_\_\_ Can play an instrument:  
\_\_\_\_\_
- \_\_\_ I have a special talent:  
\_\_\_\_\_

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.)

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**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:

1st year of service:	\$135/week	3rd year of service:	\$185/week
2nd year of service:	\$150/week	4th 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. All 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 (talk to Kerry 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 and am in general agreement with Camp Evergreen's Confession of Faith.
5. I understand that I will be required to sign a Code of Conduct if 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.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

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

\_\_\_\_\_  
Date



# 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/](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](mailto:director@camp-evergreen.com)) or call us (403-638-4230).*

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**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.



# 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: Seasonal 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 can you tell me about this person's spiritual life, including coming to faith and evidence of spiritual growth?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. 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			

7. How would you feel about having \_\_\_\_\_ work on a one-on-one basis with your child?

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8. 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?

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

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

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

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10. 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?

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11. 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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12. Would you have any reservations recommending \_\_\_\_\_ for this position, or do you believe [he/she] is a good candidate for training and service in Christian camp ministry?

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**Reference's Name:** \_\_\_\_\_  
**Occupation:** \_\_\_\_\_  
**Address:** \_\_\_\_\_  
**City, Province:** \_\_\_\_\_ **Postal Code:** \_\_\_\_\_  
**Email Address:** \_\_\_\_\_ **Phone:** \_\_\_\_\_

## Reference Questions

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2. In what capacity/relationship? \_\_\_\_\_
3. How well do you know the applicant? \_\_\_\_\_
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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
5. What can you tell me about this person's spiritual life, including coming to faith and evidence of spiritual growth?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. 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
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Confidentiality			

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**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 can you tell me about this person's spiritual life, including coming to faith and evidence of spiritual growth?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. 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			

7. How would you feel about having \_\_\_\_\_ work on a one-on-one basis with your child?

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8. 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?

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

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

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

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10. 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?

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11. 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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12. Would you have any reservations recommending \_\_\_\_\_ for this position, or do you believe [he/she] is a good candidate for training and service in Christian camp ministry?

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