

MEDICAL INFORMATION (Do not type past the boarder or it will not print):

Do you have any medical conditions that we should be aware of or that will limit your abilities (Please describe):

List any allergies:

List any current medication:

List any additional medical coverage:

EDUCATIONAL INFORMATION:

Last school attended:

Grade:

Year: Field of Study:

Degree:

Other training (certificates, first aid, licenses, etc.):

WORK EXPERIENCE (Including Volunteer & Camp Work):

Position:	Location:	Supervisor:	Date:

PERSONAL REFERENCES:

List the people to whom you have given reference forms.

Name & Phone #:	In What Capacity:

My signature indicates that I: a) authorize SCA International locations to speak to any references that I have named; b) will abide by the Code of Conduct & Service Agreement of said location; c) will provide a Police Check at my own expense; c) will provide a Child Abuse Registry Check, if

STATEMENT OF FAITH (Volunteer Staff Application)

THE BIBLE AND ITS AUTHORITY

1. We believe in the Scriptures of the Old and New Testaments as verbally inspired by God and without error in the original writings and that they are the supreme and final authority in faith and conduct.

THE ETERNAL GODHEAD

2. We believe in one God eternally existing in three persons: The Father, the Son and the Holy Spirit.

MAN AND HIS NEED

3. We believe that man was created in the image of God; that through sin man inherited both spiritual and physical death. Consequently, man is marked by corruption, alienated from God, under His righteous anger and in need of the new birth.

JESUS CHRIST AND HIS WORK

4. We believe that Jesus Christ was procreated by the Holy Spirit and born of the Virgin Mary and is true God and true man.
5. We believe that the Lord Jesus Christ, as a representative sacrifice in our place, died for our sins according to the Scriptures, and that all who believe in him are treated as righteous and worthy of salvation on the grounds of his shed blood.
6. We believe in the resurrection of the crucified body of our Lord Jesus Christ, in his ascension into heaven, his present life there for us as High Priest and advocate, and in his personal return.

SALVATION FOR SINNERS

7. We believe that, by the grace of God, all who in repentance and faith receive the Lord Jesus Christ, are born again by the Holy Spirit and thereby become children of God. Their salvation is secure. Nevertheless, the believer is commanded to be filled with the Spirit, moment by moment.

THE FUTURE

8. We believe in the bodily resurrection of all mankind, the eternal blessing of the saved, and in everlasting death to those that rejected Christ.

I affirm that I am in agreement with this Statement of Faith.

Signature: _____

Date: _____

**SCA INTERNATIONAL
REFERENCE FORM**

Name of applicant:

Form filled out by:

Phone # (home): _____ Other: _____

How long have you known the Applicant?

In what capacity?

SCA International Ministry Centres are committed to introducing people to the message of Jesus Christ through programs that balance spiritual training, skill development, physical activity, and fun. Your honest evaluation of the applicant's character and capabilities is greatly appreciated. **In comparison to the average Christian of his/her age group, please rate the applicant on the scale in the areas listed below.** Please give an explanation where possible.

Character Trait:	Weak	Satisfactory	Good	Excellent
Attitude toward Authority				
Ability to get along/work with others				
Consistent/growing in Christian testimony				
Active service & participation in home church				
Knowledge of Scripture				
Leadership Ability				
Dependability (completes tasks)				
Ability to follow instructions				
Emotional Stability				
Demonstrates good judgment				
Mature relationships with opposite sex				
Cheerfulness				
Communication Skills				

Please check one of the following: I would

Highly recommend Recommend Recommend with reservations

Not recommend

this applicant. Please give explanation for any reservations you may have:

Would this applicant work best in a highly structured or loosely-structured program?

If applicable, is the applicant the kind of person to whom you would entrust the care of a minor child on a 24-hour basis? **YES / NO** If no, please explain:

Thank you for assisting us with our staff recruitment. Additional comments can be written on the back of this form. Please return this form in confidence to:

**SCA Eagle's Cove
Att: Bera Ledua
Site 12, Comp 4
RR # 14
Thunder Bay, ON
P7B 5E5**

**Or email to:
bledua@scainternational.org**

CODE OF CONDUCT

- ◆ This facility is a “non-smoking” facility.
- ◆ The consumption of alcohol or recreational drugs on camp property or during an off-property Centre activity is prohibited.
- ◆ The use of portable stereos/Discmans/Walkmans, etc. is prohibited in camper accommodations. Their use is limited to the playing of Christian artists during staff breaks or days off.
- ◆ No one may leave the camp property while the program is in session, unless prior approval is granted by the Camp Director.
- ◆ All videos and movies shown to campers must be rated “General” or “Family” or be approved by the Camp Director and/or Program Coordinator.
- ◆ Shoes are to be worn on the property at all times, with the exception of the pool area, canoeing and beach volleyball.
- ◆ Modest dress is expected by all. There are to be no extremes in clothing, such as see-through clothing, skimpy bathing suits or clothing that depicts violence or advertises alcohol or tobacco products. Girls are to wear modest bathing suits and their T-shirts must be long enough to cover the waistband of shorts or long pants. Guys must wear shirts at all times, with the exception of the pool area or beach volleyball.
- ◆ There are to be no cabin raids and staff must respect posted “Lights Out” schedules. There are to be no after-hours “liaisons” with other staff members and two staff members of the opposite sex must not be found together alone.
- ◆ Destruction or vandalism of Centre property is unacceptable.
- ◆ The following areas are off-limits unless authorized by a Senior Staff member: kitchen, workshop, office, Nurse’s office, and personal residences. Accommodations for boys are off limits to all girls and vice versa.
- ◆ All money, valuables and personal medications are to be left with the Office Administrator for safe-keeping.
- ◆ Personal visitors are not allowed for staff while the camp is in session.

SERVICE AGREEMENT

AS A VOLUNTEER STAFF MEMBER, I AGREE TO THE FOLLOWING CONDITIONS OF SERVICE:

I will function within the bounds of all Centre rules.

I will maintain high standards of performance in my job as detailed in the staff manual.

I will strive to maintain a "team effort" as I go about performing my duties.

I will govern my personal conduct and set a positive community example as a representative of the Centre.

I understand the importance and necessity of contributing to the reputation of SCA International and providing excellent role models for those given into our care while on the camp property, in the local community, and the community at large. Therefore, while employed by SCA International, I will refrain from the use of alcoholic beverages, recreational drugs and tobacco.

I will not leave the Centre property during a camp session without permission from the Director.

I will not participate in or encourage any racially-motivated comments or actions.

I understand that there may be times when a staff member must be released from employment. When a dismissal occurs to someone other than myself, I accept that I may not know the reasons for this action. I accept that any dismissal is in the best interest of the individual and of the Centre.

If I encounter a problem with another staff member, I will approach them personally and privately, without any other previous mention of the matter to anyone else, and seek to resolve the problem. If the problem is not resolved, I will then go directly to a senior staff person (Director or Program Director) to seek help in solving the problem. Only the person involved and the senior staff person will ever be approached. In this way, I will prevent gossip and encourage team spirit and ministry.

I will perform my duties with integrity and respect for property and people.

I am in full agreement with the Centre's Service Agreement.

SIGNED: _____

DATE: _____

LIFESTYLE EXPECTATIONS

In order to exemplify godly characteristics, we must always be mindful of our lifestyle. We are admonished in Scripture to “put to death whatever belongs to your earthly nature” (Col 3:5) and to “be very careful, then, how you live—not as unwise, but as wise, making the most of every opportunity, because the days are evil” (Eph 5:15). Lifestyle is not something that we turn on and off—it is **ongoing choices** that determine our actions, thoughts and speech.

Children watch us carefully to see if we really mean the things that we say. It is for this reason that **SCA International expects their volunteer staff to live a lifestyle consistent with each Centre’s regulations and Scriptural exhortations**—not just while the summer camp is in session, but the whole year through. Our credibility is in question if we do not demonstrate maturity and consistency in our everyday life. This lifestyle is demonstrated through the following attitudes:

- ◆ A desire to be Christ-like in attitude and conduct
- ◆ An agreement with SCA International’s Statement of Faith
- ◆ A willingness to follow all policies and guidelines of the Centre
- ◆ Consistently joining in with the activities of a Bible-believing church
- ◆ A willingness to maintain honest and responsible relationships
- ◆ A willingness to set aside personal freedoms on debatable issues and follow Centre guidelines (e.g. social drinking, etc.)
- ◆ A desire to model respect and godly behaviour to campers at all times
- ◆ A willingness to accept the non-denominational make-up of the Centre, concentrating on the theological issues that unite believers and avoiding divisive or contentious issues.

SCA International will not accept or condone behaviour that is contrary to the teaching of Scripture. This would include, but is not limited to the following:

- ◆ Criminal activity
- ◆ Substance abuse
- ◆ The use of pornographic material
- ◆ Theft or vandalism
- ◆ Abusive behaviour
- ◆ Sexual assault or harassment
- ◆ Lying, deceitfulness or breach of trust
- ◆ Sexual relationships outside of marriage
- ◆ Crude or profane language

Violation of the above expectations could necessitate disciplinary action.