



2009 Staff Application

We are so pleased that you have expressed an interest in serving on staff at SCA Eagle Bay Ministry Centre & Camp. Please find attached our 2009 Application Form. This needs to be filled in and returned to the camp well before your service time in order to allow for Reference checks and confirmation for the Child Abuse Registry Forms. If the form was emailed to you, you can fill it out and email it back to chad@scainternational.org. If you received it in the mail you can mail it back to:

SCA Eagle Bay Ministry Centre & Camp
Box 34, Hilbre, MB. R0C 1L0

Please fill in the following information and if you have any questions don't hesitate to contact me at chad@scainternational.org or (204) 449-2293. Thanks

NAME: _____

EMAIL: _____

I am available for the following sessions:

- June 28-July 3/09, Staff training week.**
- July 5-10/09, Junior Camp
- July 12-17/09, Junior Camp
- July 19-24/09, Junior Camp
- July 26-31/09, Intermediate Camp
- August 2-7/09, Intermediate Camp
- August 9-14/09, Teen Camp

I would prefer to serve in the following capacity:

- | | |
|--|---|
| <input type="checkbox"/> Junior Counselor | <input type="checkbox"/> Head Cook |
| <input type="checkbox"/> Senior Counselor | <input type="checkbox"/> Assistant Cook |
| <input type="checkbox"/> Dining Room staff | <input type="checkbox"/> Maintenance |
| <input type="checkbox"/> Nurse/First Aid | <input type="checkbox"/> Program Staff |
| <input type="checkbox"/> Speaker | |

T-SHIRT SIZE (Check One): S M L XL XXL



2009 VOLUNTEER APPLICATION SCA INTERNATIONAL

All program, counseling and service volunteer workers at SCA International locations across Canada must fill out the attached application. Please note that the location requested will supply their individual information regarding orientation and training, camp dates and available positions, as needed.

Every worker must provide:

1. Completed personal information and Testimony answers for all programming and counseling staff (Pages 5 & 6);
2. A signed Statement of Faith for all programming and counseling staff (Page 7);
3. A signed Code of Conduct / Service Agreement (Pages 8 & 9);
4. Two completed reference forms filled in by adult friends and acquaintances (not relatives) who have known the worker for a minimum of two years (pages 11 & 12 of this document);
5. A current Criminal Record Check.

To get a Criminal Record Check you can either:

-Go to your local police station and get a Criminal Record Check and a Vulnerable Sector Check. Costs vary throughout the country – often this service is free since you will be volunteering at a charity. If you need a letter verifying this let me know.

-Or you can complete the two forms included in this package (last two pages). **Along with the forms you must provide us with current Government picture identification. For those under 18 please note that we require your parent's/guardian's signature in two places on the Position of Trust Consent Form in order to facilitate this process.** This process costs \$24.50 +taxes, please note that you are responsible for covering the cost.

Please ensure that we receive all of your completed forms no later than June 28th. If you are coming to our Staff Training week (June 28th) please bring the completed forms with you and we will finish the process upon your arrival.

If you are not coming to our Training week please send the forms to us so that they are here no later than June 28th. You must bring Government photo identification with you [passport, driver's license, provincial health card (if it has your photo on it). If you do not have any of the above government issued identification, please bring your high school student card with photo, plus your social insurance card.]

Please contact me if you have any questions chad@scainternational.org or 1-204-449-2293.

Please indicate which location this application covers:

- SCA Blueberry Ministry Centre & Bible Camp
- SCA Eagle Bay Ministry Centre and Camp
- SCA Eagle's Cove Ministry Centre
- SCA Eagle's Nest Ministry Centre

Are you willing to consider other locations than the one chosen? YES NO

Personal Information:

Name:		Sex: M F	Age:
Address:		DOB (mm/dd/yyyy) ____/____/____	
Postal Code:	Health Care #		
Home Phone #:		Email:	
Emergency Contact:		Emergency #:	
Name & Denomination of Church:			
Pastor/Elder:		Phone #:	
Youth Pastor/Sponsor:		Phone #:	
Church Attendance (Check One): Regular Occasional Seldom			

MEDICAL INFORMATION (please do not type past the borders provided):

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.):

This Section to be completed for those under 18 years of age:

As legal guardian of the above-mentioned applicant, I hereby authorize SCA International and its staff to obtain emergency medical care for my child, if required. I acknowledge that my child is attending at his/her own risk and release SCA International and its employees from any claims, damages, expenses or actions of any kind resulting from his/her participation.

Parent's Signature (if applicant under 18 yrs): _____

Date: _____

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 Criminal Record Check information at my own expense; c) will provide a Child Abuse Registry Check, if requested, and d) release SCA International and its employees from any liability due to accident or injury.

Signature: _____

Date: _____

CHRISTIAN EXPERIENCE:

All program and counseling staff must answer the following questions. Use extra paper, if necessary (please do not type past the borders provided):

- 1. What does it mean to be a Christian?

- 2. Tell us about your own personal salvation experience and your assurance of eternal life (give Scripture references).

- 3. What difference has Christ made in your life during the past year?

- 4. How would you lead a person to Christ?

- 5. What reasons do you have for wanting to be involved in ministry?

6. Describe your Christian service during the last year (indicate any cross-cultural experience you may have had):

7. What are your strengths and weaknesses?

8. How would you describe your current relationship with Jesus Christ?

9. What questions do you have about this summer ministry opportunity?

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: _____

CODE OF CONDUCT

- > This facility is a “non-smoking” facility.
- > The consumption of alcohol or recreational drugs on camp property or during and off-property Camp activity is prohibited.
- > The use of portable stereos/Discmans/Walkmans, etc. is prohibited in camper accommodations.
- > No one may leave the camp property while the program is in session, unless prior approval is granted by the Camp Director and those under 18 have written and signed parental permission.
- > All videos and movies shown to campers must be rated “General” or “Family” or be approved by the Camp Director and/or Associate 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 one piece 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 camp property is unacceptable.
- > The following areas are off-limits unless authorized by a senior staff member: kitchen, workshop, office, fenced pastures, horse shelter & riding ring, 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.
- > No picture or video taking is allowed in the cabins to ensure that campers’ and counselors’ privacy is not compromised.

SCA EAGLE BAY MINISTRY CENTRE & CAMP SERVICE AGREEMENT

AS A VOLUNTEER STAFF MEMBER OF SCA EAGLE BAY MINISTRY CENTRE & CAMP (“SCA Eagle Bay”), I AGREE TO THE FOLLOWING CONDITIONS OF SERVICE:

I will function within the bounds of all camp 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 SCA Eagle Bay.

I understand the importance and necessity of contributing to the reputation of SCA Eagle Bay 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 Eagle Bay, I will refrain from the use of alcoholic beverages, non-prescription drugs and tobacco.

I will not leave the camp property during a camp session without permission from the Camp 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 me, 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 SCA Eagle Bay.

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 (Camp Director, Associate Director, etc.) 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 SCA Eagle Bay 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 Eagle Bay expects their volunteer staff to live a lifestyle consistent with the Camp regulations and Scriptural exhortations**—not just while 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 Eagle Bay’s Statement of Faith
- > A willingness to follow all policies and guidelines of the Camp
- > 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 Camp 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 Camp, concentrating on the theological issues that unite believers and avoiding divisive or contentious issues.

SCA Eagle Bay 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.

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 circle 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 Bay Ministry Centre & Camp
Box 34, Hilbre, MB ROC 1L0

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