



## 2020 Staff Application

If you are new to being on staff at one of Calvary's Day Camps, thank you for inquiring about a Summer Ministry Staff position. If you have served with us in previous summers, thank you for applying to come back again! We are looking for people who are willing to serve the Lord as they serve our campers. The work is not easy, but the rewards are eternal! Our desire is to provide fun and new, character building opportunities that will challenge young people physically, emotionally, socially and spiritually and allow them to stretch and flourish ... to be the people that God wants them to be. Each person who serves on staff plays a part in the process God uses to reach boys and girls with the message of Jesus Christ. We are the instruments God chooses to use.

### **Application Process:**

1. Please read through the following pages carefully and fill out the application provided. **Application deadline May 17, 2020.** Applicants will hear back from us by mid-June.
2. You must be a grade 8 grad or older to apply to Adventure Day Camp. You must be a grade 9 grad or older to apply to Join the Cast. Successful applicants will be confirmed on the basis of experience and the content of their application. New Staff may be required to attend an interview before acceptance. Returning staff and older applicants will be confirmed first, followed by new staff.
3. **New Staff – Don't forget to include references (forms are attached).** Submitting your application without these will slow down the application process.
4. **All staff over the age of 18 by July 2020 must have a current 'Police Check'** and fill out the **Children's Ministry Worker Application form** (see attachment). To reduce the cost of the Police Check, ask the church office for a letter stating that you are volunteering with Calvary Baptist Church.
5. Confirmed staff will receive additional information to finalize details pertaining to programming, dates and times for our mandatory counsellor in training session, a medical form and any other instructions pertaining to the summer program.

### **If your application is accepted, you are required to be at Staff Training.**

The purpose of staff training is to prepare you for all aspects of the day camp program, as well as getting to know the other team members and camp staff. For these reasons, it is mandatory that all accepted applicants be present.

#### **Adventure Day Camp Staff Training will be held:**

Wednesday July 8th – 12:30pm to 2:30pm (At Calvary Baptist Church, in the Fellowship Hall)  
Friday, July 10th (afternoon and evening) – Saturday, July 11th (full day) – Details to Follow

#### **Join the Cast Staff Training will be held:**

Sunday, July 26th – 1pm – 5pm (at Calvary Baptist Church)

**What we are looking for in our Summer Staff:**

- Have made a personal profession of Salvation to Jesus Christ and claim Him as Lord and Saviour
- A regular attendee of Calvary Baptist Church or an evangelical church
- Involvement in regular Bible study and knowledge of key principles in God's Word
- Conviction and commitment to live by biblical principles
- An evidence of a love for God and desire for spiritual growth
- Evidence of a teachable heart
- A desire to implement servant leadership and be a team player
- Evidence of respect for God's authority and those God has placed in leadership
- Healthy, Godly relationships that are above reproach
- Good interpersonal skills and problem solving abilities
- A love for campers and a willingness to pour his/her heart into young lives
- A burden to share the Gospel with campers through the witness of his/her life and words
- Dependability – one who is able to take initiative and fulfill responsibilities with a cheerful spirit
- Enthusiastic – shows genuine interest in campers and all aspect of the job

**Conditions of Service at Adventure Day Camp and Join The Cast:**

*Please read the following conditions. If you accept these conditions and are willing to be subject to the rules governing Adventure Day Camp and/or Join The Cast, please sign the appropriate part of your application.*

1. The Camp Director reserves the right to dismiss a staff member who in his/her opinion is a hazard to the safety and the rights of others or who appears to him/her to have rejected the reasonable controls of camp.
2. Counsellors are required to have read, understood and follow the guidelines and rules set out during staff training.
3. Precautions are taken for the safety and good health of our staff, but in the event of accident or sickness, Adventure Day Camp/Join The Cast, including the Camp Directors are hereby released from any liability. Each staff member must be covered by Provincial Health Insurance or equivalent private medical insurance.
4. In case of medical emergency, I hereby give permission to the physician selected by the Camp Director to hospitalize, secure proper treatment for and to order injection, anaesthesia or surgery for the staff member as named in this application. (In all cases, this will be the last resort when notification of parent/guardian is not possible).
5. In the event that a staff member requires special medication, diagnosis or treatment beyond that which is possible at the camp, family members will be notified.
6. I give permission for Adventure Day Camp/Join The Cast to use any photographs or video of my image for promotional use.
7. I accept Calvary Baptist Church statement of faith and will teach, instruct and conduct myself in keeping with the beliefs set out therein. See [www.calvary.on.ca](http://www.calvary.on.ca) (click About - Beliefs).

**MANDATORY POLICE CHECKS – ABUSE PROTECTION**

Assault and abuse are prevalent and sensitive issues in our society today. As Adventure Day Camp and Join the Cast is entrusted with care of many children each summer, we take the selection of our staff very seriously. A current Police Records Check is mandatory for all staff 18 years or older and must be provided prior to training. **To reduce the cost of the Police Check ask the church office for a letter stating that you are volunteering with Calvary Baptist Church.**

## Code of Conduct

*These guidelines are to help the staff team keep focused on the Lord and what he has given us to do at camp. Counsellors are expected to be developing their relationship with God and have a desire to live by the standards set in the Bible. You will be placed with young children in a position of example and leadership.*

1. **Respect:** While at camp, you are under the authority of the directors and senior staff. We expect you to obey all camp rules.
2. **Punctuality:** You will find that camp is a very busy place. Therefore punctuality is expected for all activities, sessions, and assigned duties. It is recommended that all staff **come with a watch**. If you need to leave camp early or will be arriving late due to an appointment or important event, you must inform your director(s).
3. **Proper Attire:** Dress modestly and appropriately for all activities.
  - We ask that girls do not wear tight/short shorts, halter tops, spaghetti strap, backless, strapless or cropped tops, no tight shirts, shorts, jeans, etc. Modest one piece bathing suits only!
  - Undergarments must not be seen at any time (male and female).
  - Male counsellors are to wear their shirts at all times, with the exception of in the pool area.
  - Caution with offensive sayings/pictures on shirts (remember you are representing Christ).
4. **Prohibited:** Fighting, drugs, tobacco, alcohol, personal use of cell phones or electronics, public displays of affection between individuals who are dating/interested in each other during scheduled work times.
5. **Positive Attitude and Enthusiasm:** We expect you to take a positive outlook on all commitments, challenges and circumstances. You need to stay focused on your responsibilities and be enthusiastic at camp.

## Summer Staff Application Form 2020

Calvary Baptist Church, 300 Rossland Road East, Oshawa ON, L1G 2X1  
Phone: 905 433 2960, Fax: 905 433 4734, Email: staff@calvary.on.ca

<b>Name:</b> _____ <input type="checkbox"/> Male <input type="checkbox"/> Female	<b>Birth Date:</b> D ____ M ____ Y ____
Address: _____	<b>Age as of July 2020:</b>
City: _____ Province: _____ Postal Code: _____	<b>Age:</b> ____ <b>Months:</b> ____

Phone: \_\_\_\_\_ Email (Print Clearly): \_\_\_\_\_

**When I would like to help:**

- \_\_\_\_\_ Adventure Day Camp – Week One: July 13 – July 17
- \_\_\_\_\_ Adventure Day Camp – Week Two: July 20 – July 24  
*(Note: Adventure Day Camp Staff are expected to be at Calvary Baptist Church from 7:40am until 4:15pm)*
- \_\_\_\_\_ Join the Cast – July 27 – 31 *(must be a grade 9 grad or older)*  
*(Note: Join The Cast Staff are expected to be at Calvary Baptist Church from 7:45am until 4:00pm)*

**The age group I would like to help with:**

- \_\_\_\_\_ Younger Division (ADC Grade 1-3, JTC Grade 3-5)
- \_\_\_\_\_ Older Division (ADC Grade 4-8, JTC Grade 6-8)

**JOIN THE CAST ONLY: The workshops I would like to assist with:**

- |                   |                     |                   |
|-------------------|---------------------|-------------------|
| _____ Dance       | _____ Cooking       | _____ Photography |
| _____ Drama       | _____ Drums         | _____ Crafts      |
| _____ Visual Arts | _____ Sign Language | _____ Woodworking |
| _____ Crochet     | _____ Singing       | _____ Hairstyling |

**Please list any experience, personal skill or interests you have that you think would be helpful for a specific area of camp:**

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**How many years have you worked at ADC or JTC (including your CIT year)?** \_\_\_\_\_

**If you have served at camp before, what areas were you involved with (younger/older, workshops etc.) and did you enjoy working in these areas?**

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**Are you qualified to lifeguard (Circle)?**      Yes      No  
(Required to Guard: NLS)

**Are you qualified to assist in guarding (Circle)?**      Yes      No  
(Assist in Guarding: Bronze Cross)

### Personal Information

**Phone Number:** Home: \_\_\_\_\_ Cell: \_\_\_\_\_

**Email** (Please Print Clearly): \_\_\_\_\_

**Name of Home Church:** \_\_\_\_\_ **Attendance:** Regular Occasional Seldom

**Staff T-Shirt Size** (Circle One):                    S            M            L            XL            2XL            3XL                    (Adult/Men Shirt Sizes)

**Certifications:** \_\_\_\_\_ CPR \_\_\_\_\_ First Aid \_\_\_\_\_ Swimming \_\_\_\_\_ Other: \_\_\_\_\_

**Planned Certification:** \_\_\_\_\_ **Date:** \_\_\_\_\_

Do you regularly take any medications?    Yes / No            If yes, explain: \_\_\_\_\_

Do you have any allergies?                    Yes / No            If yes, explain: \_\_\_\_\_

Have you ever been convicted of a criminal offense to which a pardon has not been granted?    Yes / No

Have you ever been investigated by the Children's Aid Society regarding any kind of abuse?    Yes / No

Have you ever physically or sexually abused another person?                    Yes / No

*If you answered yes to any of the last 3 questions, please give details on a separate sheet of paper.*

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**Educational Status:**

This fall I will be attending \_\_\_\_\_ (School)

Going into grade/year \_\_\_\_\_ (or) I am not attending school, I am \_\_\_\_\_ (employment, etc.)

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**Employment, Camp and/or Leadership experience:** Yes / No If yes...

Organization	Position Held	Year/ Weeks Served

**References:**

Please list below the people (who have known you more than 1 year and are adults) to whom we can call or send a reference to. ***If you are a first time applicant, please get 2 references to fill out the attached reference form. Please ask your reference to fill out the reference form and then put it in an envelope sealed with a signature.***

Pastor/Youth Leader Name: \_\_\_\_\_ Phone #: \_\_\_\_\_

Email Address: \_\_\_\_\_

Employer/Supervisor Name: \_\_\_\_\_ Phone #: \_\_\_\_\_

Email Address: \_\_\_\_\_

Adult/Family Friend Name: \_\_\_\_\_ Phone #: \_\_\_\_\_

Email Address: \_\_\_\_\_

**By signing below I/We:**

1. Authorize Calvary Baptist Church to contact any references that I have named.
2. I have read and understand the "qualifications of a counsellor", "conditions of service", "statement of faith" and "code of conduct".
3. Understand that final acceptance will only be made on receipt of application, references, a clear police check (as required), full attendance at our 'staff training' weekend and the final decision of the director(s) and pastoral staff representative.

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Parents Signature:** \_\_\_\_\_ (if applicant under 18 years old) **Date:** \_\_\_\_\_

**(Make sure you answer the questions on the next page)**

### **New and Returning Staff Questions**

*Please take the time to answer the following questions on a separate piece of paper. This will help us understand who you are, what has motivated you to apply for Adventure Camp/Join The Cast and how you are pursuing your relationship with God (please keep it to 1.5 pages max).*

#### **New Staff:**

1. How and when did you become a Christian?
2. Describe your pattern of Bible reading and prayer.
3. Why do you want to come to be a camp counsellor? What specific goals do you wish to accomplish by coming to camp?
4. Who is Jesus and what did he do?
5. What characteristics in your estimation would make a great camp counsellor?
6. What are your strengths? (e.g. musical ability, drama, speaking in groups, willing to learn etc.)
7. What are your weaknesses? (e.g. shy, reserved etc.)

Additional Comments.

#### **Returning Staff:**

1. What did God teach you while serving at camp last summer?
2. What aspects of your walk with God have excited you over the last year?
3. What aspects of your walk with God have you struggled with over the last year? How might camp be of benefit to these?
4. Summarize your involvement in church (youth group, Bible studies etc.) and other Christian organizations this year. (Please list below, names, and numbers of leaders we can call as references if necessary).

Additional comments (including suggestions and improvements you may have on any aspects of the summer program).

Adventure Day Camp and Join the Cast - New Staff Reference Form 2020  
**(two reference forms must be filled out for all new applicants)**

Name of Applicant: \_\_\_\_\_

Name of Reference: \_\_\_\_\_

How long have you known the applicant and in what capacity?: \_\_\_\_\_

How well do you know the applicant? (Circle One):

Very Well

Well

Casually

Based on your contact with the applicant, describe him/her in the following categories. You can add additional comments below.

	<b>Above Average</b>	<b>Average</b>	<b>Below Average</b>	<b>Unable to Observe</b>
Musical or artistic skills				
Practical problem solving skills				
Personal organization skills				
Moral integrity				
Ability to work well with peers				
Positive influence on others				
Self-discipline				
Handles Responsibility				
Dedication to God				
Confidence Level				
Energy Level				
Initiative				
Ability to communicate				

Additional Comments:

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_

Please return this form no later than May 17, 2020 to:  
 Calvary Baptist Church, 300 Rossland Rd. East, Oshawa, Ontario L1G 2X1  
 to the Attention of the Day Camp Director.  
 Thank you!

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Positive influence on others				
Self-discipline				
Handles Responsibility				
Dedication to God				
Confidence Level				
Energy Level				
Initiative				
Ability to communicate				

Additional Comments:

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_

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