



**2022**

# **SUMMER CAMP STAFF**

## **Application Form**

**for Leadership, Counselors, & Activity Leaders**



Camps with Meaning  
is a ministry of  
**Mennonite Church Manitoba**

# Application Check-list

Deadline April 1, 2022

(but of course the earlier the better!)

☐ **Application Form**

☐ **Signed Lifestyle Covenant**

☐ **Resume**

☐ **Write-up Answering Faith Questions**

- Please answer the 6 Questions about your faith, life story, and camp experience/goals!

☐ **2 Reference Forms**

- Please ask References to mail/fax/email completed forms in to the CwM office within One Week.

☐ **Child Abuse Registry (CAR) Check (if over 18)**

- Bring 2 pieces of ID when handing in your application or at your interview. A form will be available to fill out at your interview as well (SIN, Band/Status #, Passport/Birth Certificate, MHSC, and/or Driver's License).

☐ **Criminal Record/Vulnerable Sector Check**

- Complete a criminal record check (with vulnerable sector screening) at your local police or RCMP station. You will need two pieces of ID and a means of payment (The 245 Smith Street, Winnipeg Location is open 8:30-3:30 Monday to Friday). Or you can send in a copy of your Criminal Record check if completed **after August of 2020**. You can also apply online if you are from Winnipeg and over 18 using agency name Mennonite Church Manitoba at the following website:  
<https://policeinformationcheck.winnipeg.ca/>
- This needs to be done before you come in for your interview so that there is time for it to be completed before you begin working.

**PLEASE NOTE! Your checks are good for 3 years if you work consecutive summers. Please check with the office (204-895-2267) if you are unsure when your last checks were submitted.**

☐ **Support**

- Decide if you would like to volunteer more than just one week of your time at camp.
- Home Church Sponsorship: Have a conversation with your church asking if they are willing to support you financially in your camp ministry.
- Private Sponsorship: Staff who will not be paid by their home congregation are invited to gather sponsorships according to the Camps with Meaning sponsorship guide. Sponsorship may be raised up to the suggested rates. Please inquire for more details.



2022  
**CAMPS WITH MEANING**

Assiniboia \* Koinonia

**ALL STAFF PLEASE COMPLETE – ASSIGNMENT REQUESTS**

Mark in order of preference from highest (#1) to lowest (#5) – MARK ONLY 5.

Camps with Meaning  
600 Shaftesbury Blvd  
Winnipeg MB R3P 0M4  
Ph: 204-895-2267  
Fax: 204-832-7804  
E: [camps@mennochurch.mb.ca](mailto:camps@mennochurch.mb.ca)  
[www.campswithmeaning.org](http://www.campswithmeaning.org)

**Leadership**

- ☐ Co-Summer Program Director  
☐ Nature Instructor  
☐ Bible Instructor  
☐ Integration Coordinator  
☐ Teen Volunteer Director  
☐ Co-SLT Director  
☐ Farm Coordinator

**Staff**

- ☐ Counselor for Children  
☐ Counselor for Youth  
☐ Counselor for ADV  
☐ Canoe Instructor  
☐ Camp Skills Instructor  
☐ Lifeguard  
☐ Kayak Instructor  
☐ Archery Instructor  
☐ Crafts Instructor  
☐ High Ropes/Zip-line Instructor

**Office use Only**

CAR ☐  
Police ☐

**PERSONAL INFORMATION**

Legal Name in full: \_\_\_\_\_

Preferred/Chosen Name: \_\_\_\_\_ Gender: \_\_\_\_\_

Personal Email address \_\_\_\_\_ SIN \_\_\_\_\_

Permanent Mailing Address: \_\_\_\_\_  
(Street/Box) (City) (Pr) (Postal Code)

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Health Insurance No. (6 AND 9 digit) \_\_\_\_\_ and \_\_\_\_\_

Health Concerns (Allergies, Dietary Concerns) \_\_\_\_\_

Birthday (mm/dd/year): \_\_\_\_\_ Will you be 18 years of age by July 12, 2020? Yes ☐ No ☐

Present Occupation \_\_\_\_\_ Church attended: \_\_\_\_\_ Member? (Y/N) \_\_\_\_\_

**CAMPS WITH MEANING SUMMER SCHEDULE\*\***

In the interests of fulfilling the mission of Camps with Meaning, **staff will be assigned at the camp and sessions we believe where they can best serve**, based on gifts, skills and age requirements. All staff are expected to be willing to accept several weeks' assignment at a camp other than their first choice. **Please select the weeks of the spring and summer that you are available to serve.**

OFFICE USE ONLY	AVAILABLE?	DATES
	Yes No	May 2-7 (leadership only)
	Yes No	May 9-13 (leadership only)
	Yes No	May 16-20 (work week)
	Yes No	May 22-27 (ADV at Koinonia)
	Yes No	May 29-June 3 (ADV at Koinonia)
	Yes No	June 5-10 (ADV at Assiniboia)
	Yes No	June 12-17 (ADV at Assiniboia)
	Yes No	June 27-July 1 (work week)
	<b>Mandatory</b>	July 3-7 (Staff Training Week)
	<b>Mandatory</b>	On-site Training (CA: July 8-9; CK: July 9-10)
	Yes No	July 10-15
	Yes No	July 17-22
	Yes No	July 24-29
	Yes No	August 1-6 (Mon-Sat)
	Yes No	August 7-12
	Yes No	August 14-20 (includes Sat cleaning) (Youth Week at CK - SC only)
	Yes No	Aug 21-27 (includes Sat cleaning)

I would prefer to mostly work at Camp \_\_\_\_\_

I would prefer to work at camps for:

☐ younger children ☐ older children  
☐ Adults with Disabilities ☐ teens

\*\* NOTE: detailed calendar of sessions for each camp available on website.

\*\* NOTE: Staff are expected to attend on-site training at the location where they will work their first week after training.

☐ I would be interested in working or volunteering at camp on a casual basis throughout the year (activity leading, kitchen help, custodial help).

Junior Counsellor	Finished SLT program Finished Gr 10 or 11	\$320
Counsellor (C17 or C18)	Finished SLT program Finished Gr 12	\$400
Senior Counsellor	At least one year out of high school, 18 or older	\$450

**HONORARIUM**

- ☐ I understand that the first week of service is voluntary and I will not be paid. ☐ I wish to volunteer my remaining weeks.  
☐ I will approach \_\_\_\_\_ (name of church contact) at my church for sponsorship for \_\_\_\_\_ weeks at \$ \_\_\_\_\_/week for a total of \$ \_\_\_\_\_. I understand that I will receive the amount of money that my home church is able to give me.  
☐ I intend to fundraise up to the maximum allowable amount for the position I end up in.

# Camps with Meaning Staff and Volunteer Covenant

I, \_\_\_\_\_, am entering into an agreement with Camps with Meaning with a desire and expectation for a great summer of growth and fulfillment through service and ministry. I agree that by working at camp, **I will represent Mennonite Church Manitoba and its Anabaptist/ Mennonite theology to the best of my ability.** I agree to abide by the policies and expectations of Camps with Meaning, as outlined in the Camps with Meaning Summer Staff Manual, bearing in mind that the safety of all people in the community is of paramount importance.

**I understand that it will be hard work, requiring the kind of commitment that goes the extra mile.**

**I commit to being responsible for serving the needs of others, both campers and staff, and know that sometimes that will mean putting their needs ahead of my own.**

I am aware that living and working with other staff for an extended time can cause both healthy and unhealthy relationships. I commit to working through interpersonal issues directly with the other person, constructively and with openness, and trust that others will do the same for me. I believe that as a Christian community, **we are called to be responsible to the group**, accepting the disciplines of a community working towards a common goal.

As a member of this community of faith and service, I commit to nonviolence and will not participate in abusive (sexual, emotional, or physical) forms of contact and/or verbal behavior with campers or staff. I will work to ensure that my language is up-building to those around me at all times, and will be especially conscious not to use derogatory or inappropriate language in the presence of campers. I will not use alcohol, tobacco and/or drugs on camp premises and I will not view pornography or participate in sexual intercourse outside of marriage on camp premises.

**I will be sensitive to the needs of campers**, spoken or unspoken, and work to make the camp environment one where everyone feels safe. As a role model, I will discourage the expression of ridicule among campers and counselors. I will not tolerate bullying or harassment in any form. **I will encourage the abilities and positive aspects of each person.**

I will be conscious about how I represent myself, Camps with Meaning, and Mennonite Church Manitoba through my actions in public and on social networking sites. I am aware that **I will have a profound effect on the campers** and will conduct myself in a manner worthy of being a summer staffer and a faithful member of God's community.

**I will expect to have fun!**

I have read the expectations described on this form and have been given opportunity to ask questions on items I did not understand. **I certify that the above information is true to the best of my knowledge and that misrepresentation and/or failure to abide by camp policies, as interpreted by the SPDs, Associate Program Director, and/or Director of Mission, may be grounds for my dismissal.** I willingly enter this covenant for the duration of my summer employment with Camps with Meaning, understanding and accepting the reciprocal benefits and mutual responsibilities that it entails. I hereby agree to abide by the policies of Camps with Meaning.

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

**QUESTIONS** - Please answer and attach on separate document or sheet of paper.

1. Provide a resume of not more than 1 page covering your education, employment, volunteering, and interests.
2. Why do you want to work at camp? What has motivated you to apply?
3. Where are you in your faith journey?
4. How does your faith inform the choices you make in your life?
5. What gifts/talents/attitude/ perspectives/ strengths would you contribute to the camp community?
6. How do you anticipate you will be challenged this summer? What weaknesses would you bring to camp?

**SPECIAL TRAINING** Please check any of the following special qualifications which you have:

<input type="checkbox"/> Lifeguard*	<input type="checkbox"/> Climbing Wall	<input type="checkbox"/> Servant Leader in Training
<input type="checkbox"/> First Aid*	<input type="checkbox"/> Ropes Course	<input type="checkbox"/> Scout or Guide
<input type="checkbox"/> CPR*	<input type="checkbox"/> Music, Dance, Art	<input type="checkbox"/> CwM Leadership Training
<input type="checkbox"/> Swimming	<input type="checkbox"/> Babysitting course	<input type="checkbox"/> Other (Please specify) _____

\* Please attach copies of up to date lifeguard, CPR and first aid certificates.

**THINKING ABOUT STAFF TRAINING WEEK (STW) - please fill in the blanks**

During STW, I would really like to learn about \_\_\_\_\_.

I feel so comfortable with \_\_\_\_\_ that I don't think I'd need it to be covered at STW.

Going into summer, I feel unprepared in the following area(s): \_\_\_\_\_.

**REFERENCES:**

a) List 2 references who know you well enough to give an objective evaluation of your character, abilities and work habits as they apply to work with children. Please do NOT include relatives.

b) Please give a paper or email copy to your references.

i) Employer, Teacher, Mentor or Adult Friend

ii) Pastor/Youth Pastor/Sponsor

Name \_\_\_\_\_

\_\_\_\_\_

Phone \_\_\_\_\_

\_\_\_\_\_

**CAMPS WITH MEANING STATEMENT OF FAITH**

**(from Confession of Faith in a Mennonite Perspective)**

We believe in God the Creator of all, who has called forth a people of faith. We believe in Jesus Christ, the Word become flesh, crucified and resurrected for us. He is our Saviour from evil and sin, our peace and the exalted Lord of the church. And we believe in the Holy Spirit, the source of redemption and life.

We who respond to Christ in faith are his church, the community called to proclaim and to be a sign of the kingdom of God, the new people sustained by Scripture and Spirit. Thus we continue the mission of Christ, making disciples, forgiving, restoring, baptizing believers, sharing the Lord's Supper, using our gifts in unity and love.

We commit ourselves to follow Jesus Christ, in his path through suffering to life. By grace we are being changed into the image of God, in which God created women and men. As faithful disciples, we hear Christ's call to life in the Spirit in relation with God, to chastity, stewardship, love for the enemy, to the practice of justice and peace.

**CAMPS WITH MEANING LIFESTYLE /STATEMENT OF FAITH**

I have read the Camps with Meaning Statement of Faith and Lifestyle Covenant. I am willing to uphold the content and spirit of these guidelines. I am in agreement with the Camps with Meaning Statement of Faith. I grant Camps with Meaning permission to follow up on references and all other information submitted and to keep a file containing all gathered information and forms.

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





## CAMPS WITH MEANING

Assiniboia - Koinonia

600 Shaftesbury Blvd, Winnipeg MB R3P 0M4

Ph: (204) 895-2267, Fax: (204) 832-7804;

E: camps@mennochurch.mb.ca; [www.campswithmeaning.org](http://www.campswithmeaning.org)

### CONFIDENTIAL REFERENCE for SUMMER STAFF (leadership, activity leaders, counselors, etc.)

Please answer the following questions to the best of your ability based on your knowledge of the applicant and the job. Note the staff qualifications and job description overleaf. Please return to Camps with Meaning within one week.

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

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

Contact Info: (Home Phone) \_\_\_\_\_ (Cell Phone) \_\_\_\_\_

(Email Address) \_\_\_\_\_

1. How long and under what circumstances have you known the applicant?

2. Have you seen the applicant working with children or teens in a leadership role? If so, in what context?

3. Please describe the applicant's ability to make responsible decisions, ability to deal with stress, ability to build/maintain positive relationships with others, degree to which applicant is influenced by peers, degree to which applicant influences peers, etc.

4. What special contributions will the applicant bring to the camping ministry?

5. To the best of your knowledge, does the applicant possess characteristics or display behaviors that would be areas of concern which may compromise their ability to contribute positively to the camp community (e.g.: substance use, proclivity to child or sexual abuse, areas of personal growth where significant improvement is needed, etc.)? If so, what are they?

6. Please rate the applicant on the characteristics below using the following scale:

A) Strongly possesses trait

B) Possesses trait, but could use improvement

C) Does not possess this trait

D) I don't know

CHACHARACTERISTIC	RATING	COMMENTS
Communication skills	A B C D	
Theological insight	A B C D	
Integrity	A B C D	
Relationship skills	A B C D	
Dependability	A B C D	
Initiative	A B C D	
Creativity	A B C D	
Use of time	A B C D	
Self confidence	A B C D	
Team work	A B C D	

Signature \_\_\_\_\_ Date \_\_\_\_\_

### OUR PURPOSE

**Camps with Meaning** is a ministry of the congregations which make up Mennonite Church Manitoba. It serves these congregations and the larger community by providing facilities and Christian programs in settings close to nature. We strive to create an atmosphere conducive to:

1. The discovery and nurture of a meaningful relationship with Jesus Christ and commitment to Him and His way of life.
2. Affirming the worth of self and others, as well as developing skills in community living.
3. Developing an appreciation for the natural environment, learning responsible stewardship of it and responding in worship to the God who created it.
4. Our beliefs and practices arise from our Anabaptist perspective on the Christian faith. Our primary goal is to further the Kingdom of God.

### JOB DESCRIPTION SUMMARIES

#### QUALIFICATIONS FOR ALL STAFF:

- an active Christian faith, with a lifestyle that reflects this
- high standards of personal integrity
- understanding of & agreement with camp aims & program philosophy
- rapport with campers and peers
- ability to anticipate and engage campers' interests
- physical stamina and physical capability to perform the duties assigned
- spiritual and emotional maturity
- genuine love and concern for children
- willingness to serve and to perform tasks beyond those assigned

#### COUNSELORS:

- live in a cabin with 8 campers
- assume responsibility for the health and welfare of campers entrusted in his/her care
- assume responsibility for leadership and guidance to the campers in daily living, including the building of community in the cabin
- interpret the Christian faith to the campers through living and learning experiences and encourage spiritual growth
- serve as a positive Christian model to campers in language, actions and attitudes
- organize and lead daily devotions with the cabin group

**ACTIVITY LEADERS:** Will instruct children in one of the following skill areas in a safe, responsible, engaging manner: canoeing, ropes, archery, nature, kayaking, sailboarding, lifeguard, wrangler



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### COVER LETTER

#### Instructions to Staff:

- Please provide this form to your Pastor, Youth Pastor or Youth Sponsor. (If you are unable to find someone in such a role, please contact the camp office.)
- **Please fill in the blanks below before handing this form to your reference.**
- Please explain your request to meet with your reference, plan a date & time when you hand this form to them.
- NOTE: Your application will not be considered complete until this reference has been completed.

Dear Pastor, Youth Pastor or Youth Sponsor \_\_\_\_\_:

name

\_\_\_\_\_ is applying to work at Camps with Meaning this summer. All staff are required,

Applicant's name

as part of the application process, to meet with a leader in their congregation.

This meeting will serve several purposes. Firstly, it serves as a reference for this staff person. It is also intended to help camp staff make connections with the congregation which is sending them into this ministry. We want this to provide you with an opportunity to hear about their passion and excitement for the camp ministry. And, hopefully, this meeting will help the staff person to sense the support from home as they prepare to go to camp.

This meeting does not need to be a formal time of filling out forms and collecting information. Rather, it can take the shape of a conversation in which you encourage the staff person to share their summer ministry vision with you. I have included in this letter a list of topics you might choose to cover in conversation, but you are not limited to this list. Please take this opportunity to explore with this staff person.

Please Note: The application of the staff person will not be considered complete until you have submitted the attached reference note. Feel free to contact this staff person and plan a time to meet. Thank you for your willingness to help, and I look forward to hearing from you. The applicant can be reached at: \_\_\_\_\_.

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- assume responsibility for the health and welfare of campers entrusted in his/her care
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- interpret the Christian faith to the campers through living and learning experiences and encourage spiritual growth
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**ACTIVITY LEADERS:** Will instruct children in one of the following skill areas in safe, responsible, engaging manner: canoeing, ropes, archery, nature, kayaking, sailboarding, lifeguard, wrangler

**Instructions for completion of this form:**

This form can be used in one of two ways. Following your conversation with the applicant, either:

1. Complete the following and email/mail/fax it to the Camps with Meaning office

**OR**

2. Phone or email your comments/endorsements of the applicant to the Camps with Meaning office (email to [camps@mennochurch.mb.ca](mailto:camps@mennochurch.mb.ca) or phone 204-896-1616 x254 to reach Janet)

**Possible discussion topics:**

- Recent spiritual growth and development
- Struggles/challenges in the past year, faith related, other
- Motivation to work at camp
- How can the church support you?
- What might you bring to the church after your summer ministry experience?

**Pastor's Comments:**

Please use the space below to comment on the suitability of the applicant to participate in camp ministry. Please note any significant concerns or joys.

--

Do you recommend \_\_\_\_\_ to be a part of the camp ministry this summer?  
(applicant's name)

Yes? Comments:
No? Comments:

Name of Person Completing Form: \_\_\_\_\_

Signature of Person Completing Form: \_\_\_\_\_

Role of Person Completing Form: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Date: \_\_\_\_\_