



2018

## CAMP MISHEWAH

### Returning Counsellor Application

Please return this application by March 15th to:

Steve & Jeanette Balzer (Scamps & Champs/Jr. Teen) or Mark Anderson (Sr. Teen)

**QUALIFICATIONS** - This position requires applicants to be committed to Jesus Christ as Saviour and Lord with a desire to grow in faith and serve Him. Applicants need to be team players, purposeful in encouraging and supporting all those on their team. We ask that each staff member has the moral behaviour, attire, and associations that mark them as followers of Jesus. The minimum age requirement to be a cabin leader is 15 for Scamps & Champs and Jr. Teen, and 20 for Sr. Teen.

#### A. PERSONAL INFORMATION

Name: \_\_\_\_\_ Birthday: \_\_\_\_\_ Age at Camp: \_\_\_\_\_

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

City/Town: \_\_\_\_\_ Prov.: \_\_\_\_\_ Postal Code \_\_\_\_\_

Home Telephone: \_\_\_\_\_ Cell: \_\_\_\_\_ Email: \_\_\_\_\_

Home Church: \_\_\_\_\_ Do you regularly attend 2-3X month? Yes  No  How long? \_\_\_\_\_

Parent Information (for applicants under 18): Names: \_\_\_\_\_

Parent's Phone: \_\_\_\_\_ Parent's Email: \_\_\_\_\_

Pastor's Name: \_\_\_\_\_ Pastor's Phone: \_\_\_\_\_

School(s) Attended: \_\_\_\_\_

Present Vocation: \_\_\_\_\_ T-Shirt Size: \_\_\_\_\_

Dietary Restrictions/Allergies: \_\_\_\_\_

Weeks applying for:

\_\_\_ Boot Camp - July 31 - August 4 at Camp Mishewah (Training for Scamps & Jr. Teen)

\_\_\_ Mishewah - Scamps & Champs: August 5 - 11

\_\_\_ Mishewah - Junior Teen: August 12 - 18

\_\_\_ Mishewah - Senior Teen: August 19 - 25

***If you are hired and are 16 or older, you will be required to supply us with a Criminal Records Check.***

If under 18 please have your parents read and sign below:

I approve of my son/daughter being involved at camp and consent to their name, photograph, video image and/or accomplishments being released in promotional materials or on the Mishewah website.

Print Parents Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_



3. Please list any experience or training you may have such as archery, drama, music, crafts, etc. \_\_\_\_\_

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4. Evaluate your performance as a staff member in the past. Did you perform well? If you are hired for this season is there anything you would like to do differently? \_\_\_\_\_

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5. What was one of the most challenging parts of your past camp experience? \_\_\_\_\_

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6. Why do you want to be a counsellor again? \_\_\_\_\_

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7. What was the most important thing you learned last year as a counsellor? \_\_\_\_\_

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## REFERENCES

Please include the names of three people who will serve as references for you (not a relative). One of them should be your pastor or youth pastor or significant spiritual leader in your life. Included in this application package is a reference form. You need to make 3 copies and give one to each of your references for them to complete. Out of respect for the time they will put into your reference, please give each reference a stamped addressed envelope for them to return the form in. They may also email it or fill in an online version at: [www.campmishewah.ca/hiring](http://www.campmishewah.ca/hiring)

1. \_\_\_\_\_ (\_\_\_\_\_) \_\_\_\_\_  
(name) (phone #)

2. \_\_\_\_\_ (\_\_\_\_\_) \_\_\_\_\_  
(name) (phone #)

3. \_\_\_\_\_ (\_\_\_\_\_) \_\_\_\_\_  
(name) (phone #)

## STATEMENT OF FAITH AND LIFESTYLE PRACTICES

As a potential member of our camp team, and as potentially assuming a roll where you will be modeling the Christian walk before campers and guests, it is important that you understand our policy on lifestyle and our statement of faith.

Please indicate here that you have read the statement of faith and lifestyle practices guideline and that in so doing you are continuing the submission of this application.

I have read and understand the statement of faith and the lifestyle practices. I understand that signing of the statement of faith and lifestyle policy is part of my hiring agreement, if I am hired.

Signature: \_\_\_\_\_ Print Name: \_\_\_\_\_ Date: \_\_\_\_\_

**PLEASE DO NOT RETURN THE STATEMENT OF FAITH PAGES.**  
**THEY ARE FOR YOU TO KEEP AS A REFERENCE.**

Thank you for filling in this application.  
Please be in prayer about your ministry at Camp Mishewah this summer.

Please return to:

### **Scamps & Champs/Jr. Teen Applications:**

Steve & Jeanette Balzer  
61 Daniel Avenue  
Kitchener ON N2K 3W3  
Phone: 519-579-0003  
Email: [jeanette@ecmcamps.ca](mailto:jeanette@ecmcamps.ca)

### **Sr. Teen Applications:**

Mark Anderson  
214 Highland Road East  
Kitchener, ON N2M 3W2  
Phone: 519-894-9800 Fax: 519-894-0941  
Email: [manderson@emcc.ca](mailto:manderson@emcc.ca)



## STATEMENT OF FAITH, STAFF AND VOLUNTEER LIFESTYLE POLICY

Our mission as a camp is to bring glory to God and His Kingdom. In this context it is of great importance that our staff members conduct themselves in a way that is honouring to our campers and above all honouring to God. Therefore, all staff members serving at Stayner or Mishewah are asked to abide by certain standards and practices. Specifically, we consider the following conduct to be inappropriate in our context as a Christ-centred ministry organization:

- Abusive behaviour of any kind (e.g. foul language, blatant insubordination, etc.)
- Malicious acts, physical aggression or threat to the safety of others
- Immoral sexual behaviour
- Use of illicit drugs
- Criminal activity of any kind
- Theft / fraud
- Lying or deceit
- Inappropriate use of Internet (pornography, Facebook content, etc.)
- Disregard for Staff Handbook policies.

Your lifestyle and the conversations you have between staff members and in the presence of campers or guests can affect them. *A question to ask yourself is, "Am I the same person in my personal life as I present while in ministry at camp?"* Participation in any of the above **on or off** camp property by staff will initiate investigation and appropriate disciplinary action, as necessary. Note that staff designated as ministry and/or management will be held to a higher level of accountability regarding off-site behaviour and conduct than other staff.

Furthermore, we encourage all staff to practice wisdom and careful judgment in the exercise of personal freedom. This includes things such as the responsible use of time and material resources, the honest pursuit of spiritual growth, including attendance at staff bible studies and chapel when possible. Abstinence from alcohol, tobacco, gambling and other substance abuse off-site is highly recommended and enforced while on-site. Modest behaviour and dress is important as well as maintaining personal relationships that are above reproach (i.e. guy/girl relationships). **All staff members MUST remain out of the residential quarters of the opposite sex.** Choice of entertainment (TV, movies, music) both on-site and off-site must also be a matter of discernment and wisdom. Staff and volunteers of ECM will refrain from the promotion of religious beliefs incompatible with our Christian faith.

Failure to follow the above guidelines may cause disciplinary action and/or dismissal. ECM reserves the right to terminate an individual's employment upon violation of any element of this policy.

ECM will always attempt to bring about healing for the individual. The first stage of discipline shall be a review of the problem by the direct supervisor. Action as determined necessary by the director of the camp will be initiated. Where behaviour affects the campers or guests, immediate termination of duties will be the likely outcome.

Should any staff or volunteer member, when having signed this code of conduct, find themselves in a position where they can no longer uphold these standards, they should immediately advise their immediate supervisor.

### **Summary Statement of Faith**

We require that staff, volunteers and groups using our facilities agree to not teach or act in contradiction to the summary statement of faith written below.

Evergreen Christian Ministries exists for the purpose of religious instruction based on Biblical Scriptures. By working or volunteering with Stayner Bible Conference Grounds or at Camp Mishewah, you affirm this purpose and will teach only in accordance with our statement of faith: (Adopted from the Evangelical Fellowship of Canada)

### **The Statement of Faith of the Corporation is as follows:**

- THE HOLY SCRIPTURES as originally given by God, divinely inspired, infallible, entirely trustworthy; and the only supreme authority in all matters of faith and conduct.
- ONE GOD, eternally existent in three Persons, Father, Son and Holy Spirit.
- OUR LORD JESUS CHRIST, God manifest in the flesh, His virgin birth, His sinless human life, His divine miracles, His bodily resurrection, His ascension, His mediatorial work, and His personal return in power and glory.
- THE SALVATION of the lost and sinful people through the shed blood of the Lord Jesus Christ by faith apart from works, and regeneration by the Holy Spirit.
- THE HOLY SPIRIT by whose indwelling the believer is enabled to live a holy life to witness and work for the Lord Jesus Christ.
- THE UNITY in the Spirit of all true believers, the Body of Christ. The local church as the tangible expression of the Body of Christ.
- THE RESURRECTION of both the saved and the lost; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation.

**THESE ARTICLES** are the non-negotiable Essentials of the Christian faith. The statement is Orthodox and Evangelical. *Orthodox* means in agreement with the historic teaching of the Christian faith as expressed in the historic creeds. *Evangelical* means an emphasis on the biblical gospel about salvation by faith in Christ and new life (regeneration) by the transforming work of the Holy Spirit. This new life is essential to the Christian walk.

### **Oct. 23, 2004, Section 911 of the Corporations CPM**

The 2 page reference form follows. You need to make three copies of the next 2 pages, put your name on the 'name of applicant line' and indicate which camp you are applying to. Then fill out a stamped addressed envelope (address above) and give each of your references their package to fill in. If you need to mail a form to a reference, always call them before to ask if they are willing to serve as a reference for you.

**NO INTERVIEW OR CONTACT IS MADE WITH YOU UNTIL WE RECEIVE ALL 3 REFERENCES  
ALONG WITH THIS APPLICATION.**



**CAMP MISHEWAH 2018**  
Returning Counsellor Reference Form

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

Camp Applying to:    Scamps & Champs                       Junior Teen                       Senior Teen

The applicant above is applying to be on staff at Camp Mishewah. Please return the completed reference form to the appropriate address/email address. There is also an online version at: [www.campmishewah.ca/hiring](http://www.campmishewah.ca/hiring)

Scamps & Champs/Jr. Teen reference forms: Steve & Jeanette Balzer, 61 Daniel Avenue, Kitchener ON N2K 3W3

Email: [jeanette@ecmcamps.ca](mailto:jeanette@ecmcamps.ca) Phone: 519-579-0003

Sr. Teen reference forms: Mark Anderson, 214 Highland Road East, Kitchener, ON N2M 3W2

Email: [manderson@emcc.ca](mailto:manderson@emcc.ca) Phone: 519-894-9800 Fax: 519-894-0941

1. How well do you know the applicant? \_\_\_\_\_

\_\_\_\_\_

2. How long have you known him/her? \_\_\_\_\_

3. What is your relationship to the applicant? \_\_\_\_\_

\_\_\_\_\_

4. What qualities in this person do you feel are beneficial to camp work? \_\_\_\_\_

\_\_\_\_\_

5. Is he/she the kind of person to whom you would entrust the care of your child or other children and youth to on a 24 hour basis? Please comment if necessary. \_\_\_\_\_

\_\_\_\_\_

6. Is there anything you might consider to be a concern in the applicant's character? \_\_\_\_\_

\_\_\_\_\_

7. Are you aware of any circumstances in the applicant's background which we should be aware of or may make them unsuitable for the camp environment? If yes, please explain. \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Please evaluate the applicant in the areas listed below. Use a separate sheet to explain if necessary.

	Unknown	Below Average	Average	Above Average	Comments
Ability to accept criticism					
Ability to communicate					
Ability to follow instructions					
Ability to work as part of a team					
Active involvement in church/youth group					
Capacity to work with children/youth					
Consistent desire to learn & grow					
Consistent growth in Christian faith & life					
Demonstrates knowledge of Bible					
Displays good judgement					
Energy level					
Flexible					
Friendliness					
Honest/trustworthy					
Honours Commitments					
Initiative					
Leadership Abilities					
Manages stress in a positive way					
Promptness					
Relates well to peers					
Responsible					
Sense of humour					
Self-control					
Self-motivated					
Shows concern for others					
Teachability					

Rate your recommendation of the applicant:

Highly recommend    Recommend    Recommend with reservations    Cannot recommend

Further Comments: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Reference's Name: \_\_\_\_\_

Full Address: \_\_\_\_\_

Contact Phone: \_\_\_\_\_ Email: \_\_\_\_\_

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

Thank you for your input and insight into the applicant's character.  
 Your comments will remain confidential.