



**Junior Servant Leader in
Training
and
Servant Leader in Training
Application Form**

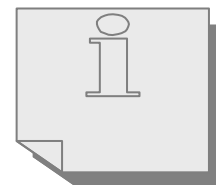
**2010
Summer
Program**



Camps with Meaning
is a ministry of
Mennonite Church Manitoba

Servant Leader in Training (SLT)

~Program and Purpose ~



SUMMER WITH A PURPOSE:

The SLT program is designed for you if you are a person completing grades 9, 10 and 11. It prepares you to become a person who uses their gifts to serve others, both at camp and in the wider church. It develops your leadership abilities and skills. Most Camps with Meaning staff are graduates of this program.

The program consists of TWO parts:

- **Junior Servant in Leader Training (JSLT)**
 - for persons completed Grade 9
 - 1 week of **training** at Camp Assiniboia
 - 1 week of **experience** working at Camp Assiniboia Day Camp
- **Servant Leader in Training (SLT)**
 - For persons completed Grades 10 or 11
 - **Training Week** at Camp Assiniboia
 - **Creation Adventure** week at Camp Koinonia
 - 2 weeks of **Supervised Experience** (trying out your new skills as a camp staff!)
 - Additional weeks as a Junior Counselor may be offered
- **Note:** Junior SLT is not a pre-requisite for SLT

RESULTS? You bet!

- spiritual and personal growth
- discernment of your gifts
- experience up close and personal with Creation
- teamwork and relationship building skills
- leadership skills
- learning the basics of counseling and working with kids!
- practical experience as a CwM employee! (It looks great on your resume, too!)
- you'll join the ranks of trained and excellent Camps with Meaning staff
- development of a "servant leaders" heart
- learning what "whole life" discipleship means
- learning to relate to older adults
- preparation for camp service

TUITION FEE (GST included) (This amount must accompany the application form):

Junior SLT:	\$190
SLT:	\$335



DATES:

JSLT

Training Week - July 11 - 17

Supervised Experience - July 19-23, July 26-30, Aug 3-6 or Aug 9-13

SLT

Training Week - July 11-17

Creation Adventure = July 25-31

Supervised Experience - July 18-24 and August 2-7 at Camps Assiniboia (including Day Camp), Koinonia and Moose Lake

Applications accepted: December 10'09 - JrSLT: first 12 will be accepted
Application Deadline: March 31, '10 - SLT: first 24 will be accepted

REQUIREMENTS FOR JSLT and SLT APPLICANTS:

- Grade 9 completed by summer of current year (JSLT)
- Grade 10 or 11 completed by summer of current year (SLT)
- Commitment to Jesus Christ and a Christian lifestyle.
- Healthy and fit, able to hike and canoe
- energetic personality
- Enjoy working with children, even when the days are long
- Caring, loving, alert, stable and responsible
- SLT only: Equipment: sturdy shoes for hiking, backpack (the kind made for overnight hiking, not just a day pack—beg / borrow if you don't own)

In the case that there are more applicants than spaces, members of a Mennonite Church Manitoba congregation will be given preference.

WHAT THE PROGRAM WILL LOOK LIKE ...

... FOR JUNIOR SLT'S

Training Week: You will experience a variety of hands on learning activities which will prepare you to lead Day Campers in their program at Camp Assiniboia. These will include crafts, games, archery, recreation, nature and more. You will also search the Bible and your own experience for stories of servant leaders.

Supervised Experience: You will guide children to a happy experience as Day Campers at Camp Assiniboia. This will include supervising and encouraging children at crafts, games and camp activities and helping them relate to one another.

JSLTs will be given the choice of whether they would like to go home each day or stay overnight at Camp Assiniboia (can use day campers' bus transportation). If they stay overnight, they will be expected to contribute to the summer program and follow all relevant rules and procedures.

... FOR SLT'S:

Training Week: You will be challenged to follow Jesus in all aspects of life. You will develop the attitudes of servants and leaders through encountering stories of servant leaders. You will discover your personal gifts through a gift discernment exercise. You will get to know fellow SLTs well through group challenges and discussion. Worship and Bible study will be a part of each day. You will take part in specialized training designed to provide skill and confidence needed to become Camps with Meaning staff.

Creation Adventure: This is a 5 day experience in the wilderness of Turtle Mountain Provincial Park. It will be broken into three parts. Each SLT cohort (sub-group) will experience each of the three segments, including an overnight canoe trip, a 15k hike and a nature lore learning and creation appreciation session. There will be physical challenges and skill building as you hike and canoe. You will learn cooking and camping skills for outdoor living. You will learn "leave no trace" camping habits. You will reflect on Creation and its Creator. You will develop strong relationships with your group and will also have some time alone. You will learn practical staffing tips. (If you have any health or other concerns which may affect your ability to participate in this component, please contact the office.)

Supervised Experience: During these 2 weeks you will assist for a full week in a practical area such as kitchen help, maintenance help, counseling or activity leading under the supervision of senior staff or the SLT leadership team. Your assignment may be in either Day Camp or Resident Camp.

NOTE: If special circumstances make it impossible for you to participate in the Supervised Experience weeks listed above, contact the Camps office.

~Frequently Asked Questions~

CAN I GET PAID?

Camps with Meaning is not able to pay SLTs or Junior SLTs.

However, we suggest that JSLTs AND SLTs ask their church to support your program, as follows:

- The tuition fee - you can ask your congregation to reimburse you directly for this amount. **Note that you have to pay us up-front to register for the program.**

For SLTs:

- Your 2 Supervised Experience weeks - ask your church for **\$100/week**
- for any additional weeks as Junior Counselor you can ask for **\$170/week**

For JSLTs:

- Your 2 Supervised Experience weeks - ask your church for **\$50/week**
- for any additional weeks as Junior Counselor you can ask for **\$50/week**

After you are accepted, you will receive a covenant explaining which weeks you are assigned to and how much payment you can request. We also send a copy of this to your church if they have agreed to support you.

****** If your church will not pay you, we can provide instructions on how to get private sponsorship. Please call to inquire. Tax deductible receipts are provided to parents or others who sponsor summer staff payment but not for the tuition fee.

Note: Camps with Meaning is supported by its member congregations. These congregations are the key source of financial support throughout the “career” of staff. If you do not come from one of these supportive churches, you should plan in future years to approach private sponsorships or to volunteer your time. This is because CwM has limited funds for paying staff, and these are directed to the summer leadership level. That means CwM will not be able to pay you to be a counselor or activity leader.

2. IS THERE FINANCIAL ASSISTANCE AVAILABLE?

Contact the Camps office if lack of finances would prevent you from attending.

3. AS A JSLT, CAN I WORK MORE THAN JUST MY SUPERVISED EXPERIENCE WEEKS?

Yes, if there are still openings for staff in the day camp program, you would be more than welcome to come and work some more! And, if you choose to serve more than your supervised week, you may ask your church for \$50/week.

4. AS AN SLT, CAN I WORK MORE THAN JUST MY SUPERVISED EXPERIENCE WEEKS?

If there are suitable openings after your training, you may be invited to serve as Junior Counselor or Junior Activity Leader, depending on your performance. Please be sure to indicate accurately on the form which weeks you are available. Preference will be given to Grade 11 students.

5. WHAT IF I DON'T WANT TO BE A COUNSELOR?

If you would rather work in **maintenance, kitchen** or **with horses**, it would be helpful if you had a little bit of experience in the area that you are requesting, or a *very willing* spirit to learn the skills needed for that particular area. We will adjust your program so that your Supervised Experience assignments will be related to your requested role.

6. WHAT IF I WANT TO LEARN TO LEAD A PARTICULAR ACTIVITY?

On the application form you get to say which activity you have skills or interest in. We will consider these preferences when making assignments. In future years you may train to be an activity leader.

7. WHAT TYPE OF EQUIPMENT DO I NEED?

The following equipment will be needed:

- a backpack suitable for overnight hiking and canoeing. Daypacks used for school are not recommended. A frame pack is recommended. These come in either external or internal frame models and should include a padded waste belt, adjustable shoulder straps, and sufficient room to carry a sleeping bag, your portion of the food, clothing, water bottle, hat, sun screen, etc. The minimum cost of this item will likely be \$75-125 new. Used items are also acceptable. If desired, Camps with Meaning will negotiate with a local supplier for a bulk rate for SLTs.
- sturdy shoes that can withstand a day of hiking with a pack on. These don't have to be hiking boots, but they should provide good support.

- your own plastic or similar spoon, fork, (or a combination “spork”) and knife; your own lightweight cup and plate optional or Camp will supply
- water bottle, hat, sunscreen, mosquito repellent
- sleeping bag; sleeping pad (recommended)
- clothing: underwear, socks, T shirts, shorts, pants, windbreaker, sweater
- small Bible (New Testament sufficient)

SLTs are asked to bring their equipment to their training week for review and packing lessons.

8. HOW FIT DO I NEED TO BE?

You should be able to walk at a steady pace for an hour at a time, and for up to 6 hours a day, with rest breaks, carrying a pack weighing 30-40 lbs.

9. WHEN WILL I BE THE INTERVIEWED?

Interviews will take place beginning as soon as the person we hire for SLT Director can fit it into their schedule. The SLTD usually starts work in May. Interviewing is a priority for them and for you. The target is to have these interviews completed by mid May.

10. CAN I WORK AT MOOSE LAKE?

We would love to place some SLTs at Camp Moose Lake for their supervised experience. Some special requirements apply, as follows:

Border Crossing Documentation: Staff and campers at Camp Moose Lake are taken to Roseau, MN for any medical emergencies. This has been the case for many years. New border crossing regulations came into effect in June’09. These regulations require that staff have one of the following pieces of ID:

- For staff 16 years of age or older: passport or enhanced identity card.
 - For persons under 15 years of age: original or copy of birth certificate or other proof of citizenship.
- In order to prevent any undue delay at the border during an emergency medical transfer, we are asking that all staff attending Camp Moose Lake have one of these pieces of ID. Staff who do not have the ID will not be allowed to work.

We are informed that the enhanced identity card has been available since Feb’09. Contact your Autopac broker for further information. Note: a driver’s license is not required for this card.

*If you would like to be considered for
Supervised Experience placement at Camp Moose Lake,
please indicate on the application that you have
the appropriate documentation with your application.*

11. SECURITY CHECKS

NOTE: All staff, whatever their age, are required to complete Child Abuse Registry and Criminal Record checks prior to their service.

- **Criminal Record Check:** Complete a criminal record check at your local police or RCMP station and bring it to the interview. Most police charge for this service. Two pieces of ID will be required. e.g., birth certificate, driver’s license, Band/status card, Passport or birth certificate, MHSC card.
- **Child Abuse Record (CAR) Check:** During interview process: Bring 2 pieces of ID: e.g., birth certificate, driver’s license, Band/status card, Passport or birth certificate, MHSC card. Complete CAR form at the interview.

CAMPS WITH MEANING LIFESTYLE COVENANT

Camps with Meaning is a ministry of the churches of Mennonite Church Manitoba (MCM). MCM bases its beliefs and practices on Anabaptist/Mennonite theology. Each member of the staff is an ambassador of and a representative of the conference (MCM) that supports Camps with Meaning. MCM asks all persons to follow the rules and regulations outlined by Camps with Meaning. These guidelines take into account the safety, health and enjoyment for all campers and staff.

A life of Christian discipleship is central to the ministry of Camps with Meaning. This lifestyle is based on Biblical values of love, listening to and following the will of God and willingness to live in community. **Failure to follow any these guidelines could be grounds for dismissal.**

Staff and volunteers will:

- have a meaningful relationship with Jesus Christ
- be committed to the Christian faith and life of service as modelled by Christ
- be ready to identify with and participate in the life and activity of a Christian camp community
- possess the personal, emotional and vocational resources needed for creative work in a demanding setting
- be willing to be responsible to the group, accepting the disciplines of a community working towards a common goal
- demonstrate commitment to work at problems of human relationships with honesty and openness
- avoid gossip and bring concerns about a person directly to that person's attention
- respect leadership
- demonstrate Christian lifestyle at all times, whether at camp or on leave
- work towards the program goals of the camp and abide by camp policies as stated in the Staff Manual
- respect the natural environment, protecting it for use of future generations

The following behaviours are not in keeping with our philosophy of ministry, or with the ministry of MCM. Participating in them at any point during the summer camping program could be grounds for dismissal:

- use of violence, physical or verbal
- use of illegal drugs
- participation in sexual intercourse outside of marriage; viewing pornographic material
- participation in abuse or harassment of other persons, whether physical, emotional or sexual, and whether on site or off site
- consumption of alcohol at camp; irresponsible use of alcohol away from camp
- any verbal or non-verbal sexual behavior with campers; dating with campers

In addition, smoking or the use of profane language are unacceptable. Staff are encouraged to think carefully about the image that they portray on Facebook (or other such types of communication), and the extent of their profile that they are allowing others to see, if they are accepting campers as “friends” to their profile. Staff are encouraged to give thoughtful consideration to the books and music they bring to camp to ensure they represent the spirit of these guidelines.

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.

We joyfully worship the three-in-one God, as a holy nation, the people of God, giving allegiance to Christ as our Lord, living now as if in the age to come. We place our hope in God's everlasting reign, in victory over evil, the resurrection of the dead, in Christ's coming again in judgment and glory. To God be all glory! Amen!

SKILLS PROFILE



Please indicate any activity in which you have skills or interest.

Activity Areas:

- Archery
- Climbing Wall
- Crafts
- Initiative Tasks
- Other
- Worship Planning and Leading

- Canoeing
- Wrangling
- Ropes
- Nature

- Mountain Biking
- Board Sailing
- Life Guarding
- Kayaking
- Planning Special Events

Other Areas

- Trampoline
- Guitar Playing
- Basketball
- Rainy Day Activities
- Storytelling
- Skits
- Volleyball or Soccer
- Leading Large Group Recreation

Musical Instruments Played _____ Level of Proficiency _____

Swimming Level _____ NLS/Bronze Medallian/Cross

First Aid Training: CPR Training : Date Achieved: _____ Expiry Date _____

Wilderness First Aid

RÉSUMÉ Please attach 1 to 2 pages (only) in which you include the following information:



1. Background

- a) camp history, including years and camps attended as a camper and worked as a staff person.
- b) educational history, including grade or year you are presently in, academic average.
- c) employment history, including volunteer positions. Give name, address and phone number of employers.

2. Ministry qualifications:

Please answer the following questions clearly, giving examples where possible:

- a) What is your faith story? Describe the development of your relationship with Jesus Christ. You may include faith questions you currently have.
- b) How does your daily living reflect your walk with Jesus?
- c) What is your relationship to and participation in the church?
- d) What are some personal challenges you expect to face in this position?
- e) What experience do you have in working with children?

3. References

List three references who know you well enough to give an objective evaluation of your character, abilities, and work habits as they apply to working with children. Try to include each category of reference listed below. If such persons are not available, please indicate whom you have submitted. (JRSLT: 2 references only)

Give each reference a copy of the Reference Form (make copies as needed) and **ask them to mail the form directly the Camps with Meaning office within one week.** Provide below:

	Name	Telephone (w) and (h)
Pastor	_____	_____
Employer/other Adult	_____	_____
Friend or Co-worker	_____	_____

4. Camps with Meaning Lifestyle/Statement of Faith I have read the Camps with Meaning Lifestyle Covenant. I am willing to uphold the content and spirit of these guidelines. I have read and am in agreement with the Camps with Meaning Statement of Faith.

_____ (Signature)	_____ Date
_____ (Parental Signature)	_____ Date

BORDER CROSSING DOCUMENTATION: If you wish to be considered for placement at Camp Moose Lake, please indicate whether you have the appropriate documentation (see previous pages).

Creation Adventure Waiver Form (SLTs Only)

Welcome to the Creation Adventure portion of the SLT EXPERIENCE!! The out-tripping which is part of the Creation Adventure is a wonderful learning experience. We have designed our programs and selected our staff to provide a safe adventure.

Preparation is essential for a successful trip. Participants should bring a spirit of cooperation in all tasks and a willingness to work hard. A complaining spirit, dangerous pranks and sloppy environmental habits are not acceptable on out-trips.

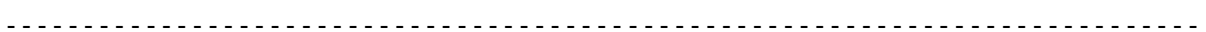
Our leaders are experienced in tripping and have safety as a key goal. They will have at least basic first aid, and will follow standard procedures in case of emergency. Leaders have selected the route with safety in mind.

Hazards which may be encountered in this trip include: inclement weather, rough water. In addition, at times the participants will be several hours distant from emergency services and out of cell phone range. Inconveniences which may be encountered include sore muscles, insects, rodents. Policies and procedures in place to cover these hazards and inconveniences include: all persons in canoes will wear lifejackets at all times; we will attempt to have a lifeguard on the canoe leg of the Adventure, but this cannot be guaranteed; no travel permitted in unsuitable weather conditions, participants will be instructed to bring insect repellent and proper clothing, safe food storage procedures will be in place. In addition, qualified instruction is provided in camping skills, mature leadership is used in adapting to conditions and assessing participant ability to meet challenges. Leaders will be equipped with communication devices.

Any swimming during the trip will be at the camper's own risk. Leaders will instruct the participants to use the shallow end only of marked swimming areas, or the shallow area of any unmarked area. We cannot assure that our staff will include a lifeguard.

If you have any further questions about the route, trip itinerary, equipment, etc., call our office at 895-2267.

Parents: Please sign and return the form below to indicate you have read and discussed the above information with your camper. Do this as soon as possible. Failure to do so will disqualify your camper from the trip.



BEHAVIOUR COVENANT

I have read all the information about the trip and have discussed it with my child. He/she is prepared for a physically strenuous trip and is committed to act responsibly on the trip. If my child does not act in a proper manner, I authorize Camps with Meaning to send him/her home at my expense.

Participant's Signature _____

Parent/Guardian Signature _____

Date _____



Camps with Meaning

MOOSE LAKE * ASSINIBOIA * KOINONIA

Central Office: 200-600 Shaftesbury Blvd, Winnipeg MB R3P 2J1
Phone: (204) 895-2267, Fax: (204) 832-7804; Email: camps@mennochurch.mb.ca

CONFIDENTIAL REFERENCE for SERVANT LEADERS IN TRAINING APPLICANTS:

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 on overleaf. Please return to Camps with Meaning within one week.

APPLICANT'S NAME (last) _____	(first) _____
POSITION DESIRED _____	
REFERENCE'S NAME _____	PHONE NO. _____
ADDRESS _____	

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

2. How well does the applicant suit the job description? (See reverse) ___ very well ___ well ___ not well Comments: _____

3. Have you seen the applicant working with children or teens in a leadership role? ___ yes ___ no Comments: _____

4. Social Skills: The applicant is
 ___ liked ___ well liked
 ___ tolerated by others ___ sought by others ___ avoided by others.
5. Social Influence of/on peers: The applicant:
 ___ is a good influence ___ is a negative influence
 ___ has no influence on peers ___ is influenced positively by peers
 ___ is influenced negatively by peers ___ is not easily influenced by peers.
6. Judgement Skills: The applicant:
 ___ makes excellent decisions ___ makes good decisions ___ makes poor decisions
 ___ makes decisions with the "big picture" in mind
 ___ makes decisions with limited consideration of the "big picture"
7. Stress Management: The applicant:
 ___ deals assertively to alleviate stress ___ notices others' stress and helps where possible
 ___ avoids dealing with stress ___ is easily overwhelmed or "stressed out"
 ___ is relaxed and not easily "stressed out"
8. What special contributions will the applicant bring to the camping program and/or community?

9. Are there any characteristics which might reduce the effectiveness of the applicant in the camping program? If yes, please explain. ___ yes ___ no

10. To what extent does the applicant use alcohol?
 ___ frequent use ___ moderate use ___ occasional use ___ rare use ___ no use

11. Does the applicant use drugs? ___ yes ___ no

12. To your knowledge, does the applicant have any proclivity toward child or sexual abuse? ___ yes ___ no

Comments:

13. Additional comments: (suggestions for directing the applicant and comments re: job description are helpful).

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

1: above average 2: satisfactory 3. not a strength (please comment in space provided)

CHARACTERISTIC	RATING	COMMENTS
Communication skills	1 2 3	
Theological insight	1 2 3	
Integrity	1 2 3	
Relational skills	1 2 3	
Dependability	1 2 3	
Initiative	1 2 3	
Creativity	1 2 3	
Use of time	1 2 3	
Self confidence	1 2 3	
Team work	1 2 3	

Signature _____ Date _____

OUR PURPOSE

Camps with Meaning is a ministry of the congregations which make up the 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 DESCRIPTIONS

QUALLIFICATIONS FOR ALL STAFF:

- an active Christian faith, with a lifestyle that reflects this
- high standards of personal integrity
- understanding of and agreement with camp aims and program philosophy
- rapport with campers and peers
- 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
- ability to anticipate and engage campers' interests

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 safe, responsible, engaging manner: canoeing, ropes, archery, nature, sport climbing, mountain biking, boardsailing, kayaking, crafts, lifeguard, wrangler